DOCUMENT RESUME

ED 226 653 HE 015 921

AUTHOR	Miller, Jan P.; And Others
TITLE	1981-1982 Administrative Compensation Survey.
INSTITUTION	College and Univ. Personnel Association, Washington, D.C.
PUB DATE	Jan 82
NOTE	146p.
AVAILABLE FROM	College and University Personnel Association, Eleven Dupont Circle, Suite 120, Washington, DC 20036 ($25.00).
PUB TYPE	Statistical Data (110) -- Reports - Descriptive (141) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	Administrator Characteristics; *Administrators; Black Colleges; Budgets; Church Related Colleges; *College Administration; *Compensation (Remuneration); Employment Statistics; Enrollment; Full Time Equivalency; Geographic Regions; Higher Education; Private Colleges; *Salaries; School Surveys; State Colleges
IDENTIFIERS	*Administrative Compensation Survey

ABSTRACT

Results of the College and University Personnel Association's 1981-1982 Administrative Compensation Survey, which provides data on 94 positions, is presented. Questionnaires were sent to 2,770 higher education institutions, and 1,391 usable responses were obtained. Salary data indicate the median and the interquartile range for each position and are presented for: all institutions, public and private institutions, private independent institutions and private religious institutions, theological seminaries, medical schools/centers, and traditionally black institutions. Salary data are also provided by institutional classification, sector, full-time equivalent enrollment range, and institutional budget range. Median salaries and interquartile ranges are also shown for five geographic regions. Additional data compare median salaries of those who were promoted or transferred to their positions from within the institution and those who were hired from outside. Information is also presented on minority/nonminority status, sex, years of service, percentages of the Chief Executive Officer's salary, the frequency distribution of all salaries for each position by type of institution, and comparative four-year college salary data for 660 institutions. Appendices include a list of institutions, a questionnaire, and summary position descriptions. (SW)

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ED226653

1981 -1982 administrative compensation survey

By

Jan P. Miller
Stephen S. Miller
U. E. Landauer

January 1982

HE 015 921

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1981-82 ADMINISTRATIVE COMPENSATION SURVEY
By Jan P. Miller, Stephen S. Miller, U. E. Landauer
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Eleven Dupont Circle, Suite 120, Washington, D.C. 20036
Library of Congress Catalog No. 77-83796

ACKNOWLEDGEMENTS

The 1981-82 Administrative Compensation Report is the product of collective leadership and direction by the CUPA Board of Directors and CUPA's Council on Wage and Salary Administration.

We are providing the 1981-82 Report at a time when higher education's decision-makers are evaluating compensation for administrative staff and developing budget plans. We largely credit the staff of the University of Pittsburgh's NASA Industrial Application Center for the timeliness of this report and for many of this year's improvements. The Center has conducted data processing and retrieval for the Survey since 1977. Staff at the University of Pittsburgh who deserve special recognition and appreciation are:

DATA ENTRY	-	Lee Ann Altman, Dan Jabobs, Judy Macek, Tom Pittock
OPERATIONS	-	Cole Mazur
RECORDS MANAGEMENT	-	Jerome Smith
SYSTEMS	-	Kathy Myers
PROJECT MANAGEMENT	-	Jan P. Miller

We also recognize and acknowledge the contribution of U. E. Landauer, Vice President of Frank B. Manley and Company. He assisted with this year's data analysis and gave expert guidance in improving the Survey.

Finally, I thank the CUPA Headquarters Office staff, in particular David Roots, Deborah Reese, Carin Luke, Sandy Shapiro, Deirdre Blount, Deborah Rafanowicz, and Josie Grinner. Their contribution has helped make this year's Survey the best CUPA has prepared.

Stephen S. Miller
Executive Director

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	Institutional Classification	Sector	Enrollment	Budget Range
9	All Universities	Unspecified	Unspecified	Unspecified
10	University	Unspecified	2,499 or less	Unspecified
11	University	Unspecified	2,500-4,999	Unspecified
12	University	Unspecified	5,000-9,999	Unspecified
13	University	Unspecified	10,000-19,999	Unspecified
14	University	Unspecified	20,000 or more	Unspecified
15	University	Public	4,999 or less	Unspecified
16	University	Public	5,000-9,999	Unspecified
17	University	Public	10,000-19,999	Unspecified
18	University	Public	20,000 or more	Unspecified
19	University	Private	2,499 or less	Unspecified
20	University	Private	2,500-4,999	Unspecified
21	University	Private	5,000 or more	Unspecified
22	All 4-Year Colleges	Unspecified	Unspecified	Unspecified
23	4-Year Colleges	Unspecified	499 or less	Unspecified
24	4-Year Colleges	Unspecified	500-999	Unspecified
25	4-Year Colleges	Unspecified	1,000-2,499	Unspecified
26	4-Year Colleges	Unspecified	2,500-4,999	Unspecified
27	4-Year Colleges	Unspecified	5,000 or more	Unspecified
28	4-Year Colleges	Public	2,499 or less	Unspecified
29	4-Year Colleges	Public	2,500-4,999	Unspecified
30	4-Year Colleges	Public	5,000 or more	Unspecified
31	4-Year Colleges	Private	499 or less	Unspecified
32	4-Year Colleges	Private	500-999	Unspecified
33	4-Year Colleges	Private	1,000-2,499	Unspecified
34	4-Year Colleges	Private	2,500 or more	Unspecified

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Measure: Salary

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
35	All 2-Year Colleges	Unspecified	Unspecified	Unspecified
36	2-Year Colleges	Unspecified	499 or less	Unspecified
37	2-Year Colleges	Unspecified	500-999	Unspecified
38	2-Year Colleges	Unspecified	1,000-2,499	Unspecified
39	2-Year Colleges	Unspecified	2,500-4,999	Unspecified
40	2-Year Colleges	Unspecified	5,000-9,999	Unspecified
41	2-Year Colleges	Unspecified	10,000 or more	Unspecified
42	2-Year Colleges	Public	499 or less	Unspecified
43	2-Year Colleges	Public	500-999	Unspecified
44	2-Year Colleges	Public	1,000-2,499	Unspecified
45	2-Year Colleges	Public	2,500-4,999	Unspecified
46	2-Year Colleges	Public	5,000-9,999	Unspecified
47	2-Year Colleges	Public	10,000 or more	Unspecified
48	2-Year Colleges	Private	499 or less	Unspecified
49	2-Year Colleges	Private	500 or more	Unspecified
50	University	Unspecified	Unspecified	$7,499,999 or less
51	University	Unspecified	Unspecified	$7,500,000-$14,999,999
52	University	Unspecified	Unspecified	$15,000,000-$29,999,999
53	University	Unspecified	Unspecified	$30,000,000-$49,999,999
54	University	Unspecified	Unspecified	$50,000,000 or more
55	4-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
56	4-Year Colleges	Unspecified	Unspecified	$1,500,000-$2,499,999
57	4-Year Colleges	Unspecified	Unspecified	$2,500,000-$4,999,999
58	4-Year Colleges	Unspecified	Unspecified	$5,000,000-$9,999,999
59	4-Year Colleges	Unspecified	Unspecified	$10,000,000 or more
60	4-Year Colleges	Private	Unspecified	$1,499,999 or less
61	4-Year Colleges	Private	Unspecified	$1,500,000-$2,499,999
62	4-Year Colleges	Private	Unspecified	$2,500,000-$4,999,999
63	4-Year Colleges	Private	Unspecified	$5,000,000-$7,499,999
64	4-Year Colleges	Private	Unspecified	$7,500,000-$9,999,999
65	4-Year Colleges	Private	Unspecified	$10,000,000 or more
66	2-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
67	2-Year Colleges	Unspecified	Unspecified	$1,500,000-$2,499,999
68	2-Year Colleges	Unspecified	Unspecified	$2,500,000-$4,999,999
69	2-Year Colleges	Unspecified	Unspecified	$5,000,000-$9,999,999
70	2-Year Colleges	Unspecified	Unspecified	$10,000,000 or more

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INTRODUCTION

The 1981-82 Administrative Compensation Survey represents the fifth year that the College and University Personnel Association (CUPA) has conducted this survey on an annual basis. Earlier studies were conducted every two years. With each Survey we learn more about the salary data needs of higher education, and we make appropriate changes and additions to improve both the Survey instrument and the final Survey Report.

We intended to produce this Survey Report much earlier in the year than previous reports were produced. With the decline in fiscal resources, we felt it critical to have salary data available at a time of year when decision-makers in higher education are evaluating compensation for administrative staff and planning budgets. Our success in having the Survey Report ready at this time is largely due to the timely completion of the survey instrument by the respondents who reported this year's data promptly.

We focused again this year on expanding the data base by increasing the number of positions in the survey. To that end, the 1981-82 Survey covers 94 positions compared with 89 in 1980-81. Another objective of the Survey was the inclusion of an additional table to enhance the usefulness of the Report. With that in mind, we decided to add a table that depicts Years of Service in Position. A final and continuing objective of the Survey is to develop greater use of the CUPA Special Study Reports that enable institutions to order low-cost data tailored to their specific needs. To meet that goal, we have expanded the number of types of Special Studies reports from five (5) to nine (9) (see Section IV, p. xi, Special Study Information.)

CUPA is confident that these refinements in the Survey better serve the needs of higher education. We intend with each annual Survey to learn more about higher education's growing salary data needs so that we can continue to improve our response to those needs. As always, we encourage any suggestions for improved salary data collection and reporting.

I. 1981-82 SURVEY

RESPONDENTS

Survey questionnaires were sent to 2,770 higher education institutions, of which 1,391 responded. An alphabetical list of respondents appears in Appendix B, which also indicates each institution's classification (i.e., university, four-year college, two-year college, and other), source of fiscal support (public and private), system affiliation, and state residence.

The 1981-82 Survey Report is based on 1,391 usable responses from 50.2 percent of the institutions surveyed. The following table profiles the institutions that responded:

Institutional Classification	**1981-82 Survey Respondents**	
	Number	**Percent of Total**
Universities	376	27
Four-year Colleges	482	35
Two-year Colleges	447	32
Other	86	6
TOTAL	1,391	100

The following identifies the respondents to the 1981-82 Survey by source of institutional support:

Institutional Classification	**Institutional Support Source**		
	Public	**Private**	**Total**
Universities	243	133	376
Four-year Colleges	109	373	482
Two-year Colleges	404	43	447
Other	34	52	86
TOTAL	790	601	1,391

CHANGES FROM 1981-82 SURVEY

The 1981-82 Survey document reflects a continuing effort to initiate changes suggested by respondents and others close to CUPA. These changes include such factors as increases in the number of positions reported on, increases in the number of different tables presented, and other similar considerations.

Changes to note are as follows:

-- Director, Student Health Services was replaced by

43.0 Director, Student Health Services (Physician Administrator)
44.0 Director, Student Health Services (Nurse Administrator)

-- The following positions were added

47.0 Director, Athletics/Men
48.0 Director, Athletics/Women
54.0 Director, Publications
55.0 Director, Risk Management and Insurance

(**PLEASE NOTE**: As a result of these modifications and the re-ordering of positions, 1981-82 position numbers are different from those appearing in the 1980-81 Survey Report. Thus, care should be exercised in making salary comparisons between past Surveys and the 1981-82 Report.)

-- One (1) new table was added

Table 86, Years of Service

SURVEY METHODS

CUPA has used the same general approach in collecting the data each year the CUPA Survey has been made. We mailed the Survey form with a letter inviting participation to presidents of the institutions named in the U.S. Department of Education's National Center for Education Statistics *Education Directory*, "Colleges and Universities 1980-81". Instructions for reporting the data and summary descriptions of the positions for which data were sought accompanied the form. Appendix C comprises the Survey form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the Survey staff has given each institutional response form a code number to ensure confidentiality. In addition, positions with less than five responses are not reported. Assurance of confidentiality has fostered in large part the broad participation that has characterized the Survey from its inception.

When institutions order special analyses of selected peer groups (Special Studies), confidentiality is maintained by the application of two rules. First, the special order must sample 10 or more institutions. Second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the Fall of 1981.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1981-82.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises, service departments, construction, and similar activities.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower then the median and half are higher. The median is considered a more reliable measure than the mean/average because it minimizes the effect of extremely high and low salaries.

- The FIRST QUARTILE (Q1 on Tables) divides salaries below the median into two 25 percent segments.

- The THIRD QUARTILE (Q3 on the Tables) divides salaries above the median into two 25 percent segments.

- Q1 and Q3, therefore, mark the interquartile range; half of all salaries -- the middle 50 percent -- fall within this range.

WEIGHTED AVERAGE

Weighted average is the sum of the median salaries divided by the number of respondents in each position.

III. SALARY SURVEY COMMENTS

SALARY INCREASES

For positions included in both the 1980-81 and 1981-82 surveys, weighted averages of median salaries rose by the following percentages:

Source of Support	**Increase Over 1980-81**	**Institutional Classification**	**Increase Over 1980-81**
Public	8.0%	Universities	6.7%
Private	11.6%	Four-year Colleges	10.2%
All Institutions	10.0%	Two-year Colleges	10.2%

Within different families of positions, weighted averages of median salaries in all institutions increased as follows:

Job Family	**Increase Over 1980-81**
Academic Affairs	9.0%
Administrative Affairs	10.6%
External Affairs	9.0%
Student Affairs	13.0%
Executive Affairs	9.4%

REGIONAL SUMMARIES

Tables 71 through 75 show medians and interquartile ranges for each of CUPA's five geographic regions.

The following table displays increases for all administrative positions (by weighted averages of median salaries) for all institutions within the five CUPA regions:

CUPA Region	Increase Over 1980-81
Northwest	9.6%
Southwest	8.5%
Midwest	9.3%
Southern	11.9%
Eastern	10.1%

PROMOTION/TRANSFER VS. OUTSIDE HIRE

Table 76 compares median salaries of those who were promoted or transfered to their positions from within the institution ("inside hire"), and those who were hired from outside.

Incumbents are fairly evenly divided between the two sources. Median salaries of those promoted or transfered from within average 4.0 percent higher.

NON-MINORITIES VS. MINORITIES

Median salaries in all institutions for non-minority and minority incumbents are shown on Table 77; minority salaries average 12.7 percent lower than non-minority salaries. Average years of service of minorities in their present positions are 25.1 percent lower than those of non-minority incumbents.

MALE VS. FEMALE

Table 78 lists median salaries of male and female incumbents in all institutions; women's salaries are lower with the weighted average differential between medians at 45.2 percent.

FOUR-YEAR SALARY COMPARISON

Median salaries and percentage increases for 660 institutions that have been reporting data since the 1978-79 Survey are shown on Table 79 for positions which were included in all four Survey years. A final column indicates the compound rate of change over the four-year period.

On the average, weighted median salaries for all reported positions increased by 25.3 percent since 1978 -- equivalent to an annual rate of 7.8 percent. The table below details these increases:

Year	Percentage Increase
1978-79	Base Year
1979-80	7.9%
1980-81	6.4%
1981-82	8.6%

MEDIAN SALARIES AS PERCENTAGE OF CHIEF EXECUTIVE OFFICER SALARY

Tables 80 through 85 translate median and interquartile range salaries into percentages of the Chief Executive Officer's salary. The percentages are computed from median and quartile salaries shown in other tables, and not from the relationships in each institution.

YEARS OF SERVICE

Table 86 presents the weighted average of the median number of years that incumbents have occupied given surveyed positions. This is the first year this data has been presented in this Report.

SALARY DISTRIBUTION

The frequency distribution of all salaries reported for each Survey position is tabulated in Appendix A. The mean (arithmetic average) salary for all institutions is shown at the bottom of each column in the tables.

IV. SPECIAL STUDY INFORMATION

The tables that follow summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. The data base from which the tables were developed can provide a great deal of additional information.

Participants have made increasing use of CUPA's capability to formulate salary survey information that meets the specialized requirements or preferences of an institution.

Customized surveys can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least ten institutions are included, to maintain confidentiality of information). **Data are not identified by institution.**
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the Survey questionnaire may be used to delimit the desired information -- singly or in any combination. Furthermore, Special Studies can now cover four consecutive Survey years (1978-79, 1979-80, 1980-81, and 1981-82).

All results are accompanied by a list of the respondents that were selected to provide the sample data.

TYPES OF DATA DISPLAYS

1. Standard median salary display with interquartile ranges
2. Standard median years-of-service display with interquartile ranges
3. Standard distribution of salaries display
4. Standard percent of Chief Executive Officer salary display
5. Minority/Non-minority comparison display
6. Internal/External hire comparison display
7. Male/Female comparison display
8. Reporting relationship display and histogram
9. Listing of individual salary by position

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA Headquarters Staff at (202) 462-1038.

The Special Study order form included with this Report provides further details on how to order a Special Study or obtain additional information. (See Appendix E).

Table 1
ALL INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,391.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$62,700	$52,830	$74,733	135
2.0	Chief Executive Officer, Single Institution	$51,744	$43,350	$60,212	1,244
3.0	Executive Vice President	$43,500	$36,258	$52,430	312
4.0	Chief Academic Officer	$41,110	$33,996	$50,000	1,216
5.0	Chief Business Officer	$39,000	$31,339	$47,695	1,252
6.0	Chief Student Affairs Officer	$34,330	$27,636	$41,736	1,218
7.0	Chief Development Officer	$35,000	$28,080	$42,039	655
8.0	Chief Public Relations Officer	$26,712	$20,470	$35,500	659
9.0	Chief Planning Officer	$36,570	$29,400	$44,400	254
10.0	Director, Personnel/Human Resources	$29,700	$23,760	$36,500	582
11.0	Chief Health Professions Officer	$47,960	$32,000	$70,104	107
12.0	Chief Budgeting Officer	$33,169	$28,004	$39,645	373
13.0	Director, Legal Services	$41,000	$33,000	$50,000	151
14.0	Registrar	$25,468	$19,825	$31,175	1,131
15.0	Director, Church Relations	$20,000	$15,924	$26,500	113
16.0	Director, Learning Resources Center	$28,408	$22,247	$33,866	436
17.0	Director, Library Services	$28,427	$22,000	$36,425	1,080
18.0	Director, Computer Services	$29,999	$24,200	$36,709	888
19.0	Director, Educational Media Services	$23,831	$18,896	$30,839	415
20.0	Director, Institutional Research	$29,697	$24,010	$35,844	466
21.0	Director, Special and Deferred Gifts	$27,400	$22,500	$31,866	239
22.0	Administrator, Grants and Contracts	$30,070	$23,100	$37,630	416
23.0	Director, Affirmative Action/Equal Employment	$28,600	$23,026	$33,996	346
24.0	Director, Employee Training	$24,972	$20,636	$30,000	74
25.0	Comptroller	$29,895	$23,550	$36,175	785
26.0	Director, Internal Audit	$28,380	$23,520	$33,167	278
27.0	Bursar	$22,099	$18,000	$28,000	295
28.0	Director, Food Services	$24,069	$19,000	$29,150	358
29.0	Director, Physical Plant	$27,955	$22,000	$34,157	1,120
30.0	Director, Purchasing	$24,000	$19,000	$29,600	652
31.0	Director, Bookstore	$18,150	$13,800	$24,000	762
32.0	Director, Campus Security	$21,751	$16,85[illegible]	$27,132	718
33.0	Director, Information Systems	$34,726	$27,851	$40,750	221
34.0	Director, News Bureau	$21,200	$16,500	$26,380	245
35.0	Director, Auxiliary Services	$30,000	$22,801	$36,476	286
36.0	Director, Admissions	$27,287	$22,267	$32,450	941
37.0	Director, Foreign Students	$24,000	$18,920	$28,656	143
38.0	Director, International Studies Education	$31,000	$24,036	$39,800	104
39.0	Director, Student Financial Aid	$23,307	$18,743	$28,000	1,145
40.0	Director, Student Placement	$22,600	$18,548	$27,582	805
41.0	Director, Student Counseling	$26,994	$22,000	$31,950	797
42.0	Director, Student Union	$24,000	$18,758	$29,324	524
43.0	Director, Student Health Services (Physician Administrator)	$46,667	$35,230	$55,000	277
44.0	Director, Student Health Services (Nurse Administrator)	$17,417	$14,293	$21,120	405
45.0	Director, Student Housing	$20,943	$16,080	$26,185	583
46.0	Director, Athletics	$30,902	$25,080	$37,100	744
47.0	Director, Athletics/Men	$32,341	$27,432	$38,810	81
48.0	Director, Athletics/Women	$25,485	$20,437	$30,695	134
49.0	Director, Campus Recreation/Intramurals	$21,660	$17,316	$28,333	298
50.0	Director, Alumni Affairs	$21,907	$17,365	$27,500	607
51.0	Director, Information Office	$23,408	$18,360	$29,900	410
52.0	Director, Community Services	$28,408	$23,175	$34,437	287
53.0	Administrator, Hospital Medical Center	$61,500	$36,821	$71,000	48
54.0	Director, Publications	$23,000	$18,310	$27,500	244
55.0	Director, Risk Management and Insurance	$27,600	$23,100	$34,000	67
56.0	Chief Planning and Budget Officer	$41,669	$33,300	$50,712	91
57.0	Chief Development and Public Relations Officer	$35,800	$28,720	$47,160	168
58.0	Director, Personnel and Affirmative Action	$25,530	$20,580	$31,848	222
59.0	Director, Admissions and Financial Aid	$30,000	$22,990	$36,876	127
61.0	Director, Development and Alumni Affairs	$32,044	$23,961	$35,750	91
62.0	Dean, Architecture	$48,150	$41,410	$54,300	59
63.0	Dean, Agriculture	$44,991	$32,527	$56,000	88
64.0	Dean, Arts and Letters	$39,005	$32,583	$46,420	85
65.0	Dean, Arts and Sciences	$42,350	$35,300	$49,600	367
66.0	Dean, Business	$39,828	$32,100	$49,032	567
67.0	Dean, Communications	$34,500	$28,790	$42,500	108
68.0	Dean, Continuing Education	$33,825	$27,574	$41,000	519
69.0	Dean, Dentistry	$64,719	$57,132	$70,987	54
70.0	Dean, Education	$42,239	$36,043	$49,000	356
71.0	Dean, Engineering	$48,700	$35,821	$57,400	218
73.0	Dean, Extension	$36,700	$28,080	$46,400	75
74.0	Dean, Fine Arts	$38,848	$30,667	$46,000	168
75.0	Dean, Graduate Programs	$42,922	$36,355	$50,500	354
76.0	Dean, Health Related Professions	$37,000	$31,904	$45,140	177
77.0	Dean, Home Economics	$40,146	$27,913	$49,500	65
78.0	Dean, Humanities	$33,205	$28,725	$40,393	182
80.0	Dean, Law	$61,798	$54,000	$67,404	124
81.0	Dean, Library and Information Sciences	$38,600	$34,240	$45,320	66
82.0	Dean, Mathematics	$31,500	$27,648	$39,714	98
83.0	Dean, Medicine	$81,303	$74,000	$96,300	72
84.0	Dean, Music	$36,100	$28,714	$45,869	95
85.0	Dean, Nursing	$36,634	$29,960	$45,748	269
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,258	$31,174	$40,076	239
87.0	Dean, Pharmacy	$53,200	$49,000	$59,000	55
89.0	Dean, Sciences	$36,000	$30,264	$42,089	236
90.0	Dean, Social Sciences	$32,843	$27,212	$38,648	216
91.0	Dean, Social Work	$45,840	$33,700	$50,600	79
92.0	Dean, Special Programs	$29,390	$25,318	$35,000	82
93.0	Dean, Undergraduate Programs	$[illegible],200	$32,800	$48,500	73

Table 2
PUBLIC INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 790.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$63,100	$51,961	$[illegible]4,733	118
2.0	Chief Executive Officer, Single Institution	$52,000	$45,000	$58,630	689
3.0	Executive Vice President	$46,000	$39,420	$52,941	181
4.0	Chief Academic Officer	$43,000	$36,400	$51,024	688
5.0	Chief Business Officer	$40,535	$33,578	$48,380	725
6.0	Chief Student Affairs Officer	$37,837	$31,800	$44,209	699
7.0	Chief Development Officer	$36,500	$31,000	$42,120	228
8.0	Chief Public Relations Officer	$31,078	$24,486	$38,323	347
9.0	Chief Planning Officer	$37,640	$31,387	$44,836	170
10.0	Director, Personnel/Human Resources	$32,150	$25,761	$38,220	391
11.0	Chief Health Professions Officer	$43,224	$32,000	$67,464	73
12.0	Chief Budgeting Officer	$33,580	$28,203	$40,127	284
13.0	Director, Legal Services	$39,000	$32,925	$48,700	116
14.0	Registrar	$28,660	$23,684	$33,000	592
16.0	Director, Learning Resources Center	$30,400	$25,821	$35,100	330
17.0	Director, Library Services	$32,520	$26,750	$39,531	537
18.0	Director, Computer Services	$32,350	$26,248	$38,160	537
19.0	Director, Educational Media Services	$27,210	$21,938	$32,510	264
20.0	Director, Institutional Research	$30,866	$26,000	$36,920	342
21.0	Director, Special and Deferred Gifts	$30,000	$25,836	$33,864	56
22.0	Administrator, Grants and Contracts	$32,400	$26,600	$38,724	272
23.0	Director, Affirmative Action/Equal Employment	$28,892	$24,186	$33,996	269
24.0	Director, Employee Training	$25,236	$20,636	$30,000	59
25.0	Comptroller	$31,800	$25,729	$37,600	413
26.0	Director, Internal Audit	$29,000	$24,449	$32,820	205
27.0	Bursar	$23,882	$19,000	$29,382	183
28.0	Director, Food Services	$25,850	$20,850	$31,469	193
29.0	Director, Physical Plant	$30,000	$25,000	$36,410	629
30.0	Director, Purchasing	$25,282	$20,730	$31,000	431
31.0	Director, Bookstore	$21,000	$16,081	$26,470	402
32.0	Director, Campus Security	$24,000	$19,126	$28,968	419
33.0	Director, Information Systems	$35,104	$28,728	$40,919	152
34.0	Director, News Bureau	$25,210	$20,200	$29,232	118
35.0	Director, Auxiliary Services	$30,804	$25,139	$36,732	198
36.0	Director, Admissions	$28,826	$24,360	$33,000	467
37.0	Director, Foreign Students	$24,840	$20,637	$30,538	89
38.0	Director, International Studies Education	$32,244	$28,479	$42,570	69
39.0	Director, Student Financial Aid	$25,296	$21,240	$29,820	640
40.0	Director, Student Placement	$25,574	$21,429	$29,467	423
41.0	Director, Student Counseling	$29,047	$25,032	$34,227	479
42.0	Director, Student Union	$26,145	$21,500	$31,175	343
43.0	Director, Student Health Services (Physician Administrator)	$47,907	$39,107	$55,300	178
44.0	Director, Student Health Services (Nurse Administrator)	$20,000	$16,716	$23,236	179
45.0	Director, Student Housing	$24,987	$20,710	$30,280	266
46.0	Director, Athletics	$33,867	$28,440	$39,646	391
47.0	Director, Athletics/Men	$35,319	$29,737	$42,144	50
48.0	Director, Athletics/Women	$28,704	$24,145	$32,485	80
49.0	Director, Campus Recreation/Intramurals	$23,149	$19,417	$29,609	182
50.0	Director, Alumni Affairs	$24,500	$20,430	$30,302	223
51.0	Director, Information Office	$24,579	$20,000	$30,688	255
52.0	Director, Community Services	$29,209	$24,500	$34,980	227
53.0	Administrator, Hospital Medical Center	$61,500	$42,960	$67,500	37
54.0	Director, Publications	$25,560	$21,438	$29,400	121
55.0	Director, Risk Management and Insurance	$28,548	$25,750	$33,900	44
56.0	Chief Planning and Budget Officer	$42,425	$37,808	$50,400	53
57.0	Chief Development and Public Relations Officer	$35,076	$29,000	$47,308	84
58.0	Director, Personnel and Affirmative Action	$26,729	$21,854	$32,700	148
59.0	Director, Admissions and Financial Aid	$31,075	$26,000	$36,144	53
61.0	Director, Development and Alumni Affairs	$33,000	$25,308	$35,750	54
62.0	Dean, Architecture	$48,072	$42,297	$52,972	44
63.0	Dean, Agriculture	$45,140	$34,344	$56,000	84
64.0	Dean, Arts and Letters	$39,305	$34,750	$47,000	70
65.0	Dean, Arts and Sciences	$42,152	$35,607	$49,500	250
66.0	Dean, Business	$39,238	$32,432	$48,048	408
67.0	Dean, Communications	$34,528	$29,566	$42,152	82
68.0	Dean, Continuing Education	$36,000	$29,850	$42,276	338
69.0	Dean, Dentistry	$64,719	$55,400	$70,987	37
70.0	Dean, Education	$44,000	$38,697	$49,500	257
71.0	Dean, Engineering	$48,072	$33,200	$57,000	158
73.0	Dean, Extension	$36,728	$29,556	$46,400	61
74.0	Dean, Fine Arts	$40,700	$32,800	$46,400	113
75.0	Dean, Graduate Programs	$44,855	$39,491	$51,732	232
76.0	Dean, Health Related Professions	$37,000	$32,119	$44,625	154
77.0	Dean, Home Economics	$42,080	$31,272	$49,880	54
78.0	Dean, Humanities	$35,552	$31,500	$42,518	131
79.0	Dean, Instruction	$40,538	$35,000	$44,520	42
80.0	Dean, Law	$60,345	$54,000	$65,040	60
81.0	Dean, Library and Information Sciences	$38,700	$35,450	$45,389	54
82.0	Dean, Mathematics	$34,011	$29,960	$40,306	69
83.0	Dean, Medicine	$80,000	$72,752	$87,996	50
84.0	Dean, Music	$38,400	$34,763	$47,504	42
85.0	Dean, Nursing	$37,500	$30,619	$46,702	193
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,630	$31,496	$40,412	227
87.0	Dean, Pharmacy	$53,200	$49,000	$59,506	43
89.0	Dean, Sciences	$37,300	$32,393	$44,317	184
90.0	Dean, Social Sciences	$34,000	$30,408	$39,600	159
91.0	Dean, Social Work	$46,560	$38,800	$49,896	51
92.0	Dean, Special Programs	$30,800	$26,458	$38,094	59
93.0	Dean, Undergraduate Programs	$39,868	$33,000	$47,900	42

Table 3
PRIVATE INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 601.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,200	$52,965	$71,400	17
2.0	Chief Executive Officer, Single Institution	$50,000	$39,400	$63,600	555
3.0	Executive Vice President	$40,000	$32,076	$50,500	131
4.0	Chief Academic Officer	$37,525	$30,000	$46,000	528
5.0	Chief Business Officer	$35,500	$28,500	$45,000	527
6.0	Chief Student Affairs Officer	$29,052	$23,500	$36,900	519
7.0	Chief Development Officer	$33,700	$27,273	$41,000	427
8.0	Chief Public Relations Officer	$22,000	$17,000	$29,700	312
9.0	Chief Planning Officer	$32,100	$23,500	$43,000	84
10.0	Director, Personnel/Human Resources	$25,500	$20,000	$33,700	191
11.0	Chief Health Professions Officer	$54,400	$32,000	$85,200	34
12.0	Chief Budgeting Officer	$31,008	$25,920	$38,940	89
13.0	Director, Legal Services	$45,617	$35,500	$53,900	35
14.0	Registrar	$21,929	$17,001	$27,000	539
15.0	Director, Church Relations	$19,500	$15,565	$25,800	110
16.0	Director, Learning Resources Center	$20,604	$17,280	$24,168	106
17.0	Director, Library Services	$24,376	$19,600	$31,440	543
18.0	Director, Computer Services	$27,000	$21,285	$33,000	351
19.0	Director, Educational Media Services	$19,520	$16,000	$24,148	151
20.0	Director, Institutional Research	$24,500	$18,600	$32,000	124
21.0	Director, Special and Deferred Gifts	$25,300	$21,546	$30,545	183
22.0	Administrator, Grants and Contracts	$23,850	$20,000	$33,500	144
23.0	Director, Affirmative Action/Equal Employment	$26,500	$20,240	$33,828	77
24.0	Director, Employee Training	$23,800	$20,500	$30,000	15
25.0	Comptroller	$27,201	$21,252	$34,000	372
26.0	Director, Internal Audit	$26,400	$20,800	$34,000	73
27.0	Bursar	$19,910	$16,500	$26,100	112
28.0	Director, Food Services	$23,000	$17,500	$27,000	165
29.0	Director, Physical Plant	$24,700	$19,800	$31,500	491
30.0	Director, Purchasing	$20,700	$16,800	$26,290	221
31.0	Director, Bookstore	$15,120	$11,739	$20,313	360
32.0	Director, Campus Security	$19,180	$14,900	$23,800	299
33.0	Director, Information Systems	$33,000	$26,486	$40,000	69
34.0	Director, News Bureau	$18,100	$14,880	$23,177	127
35.0	Director, Auxiliary Services	$25,000	$18,556	$34,624	88
36.0	Director, Admissions	$25,500	$20,207	$31,344	474
37.0	Director, Foreign Students	$20,952	$16,335	$25,400	54
38.0	Director, International Studies Education	$25,761	$20,000	$32,750	35
39.0	Director, Student Financial Aid	$20,100	$16,367	$25,050	505
40.0	Director, Student Placement	$19,770	$16,500	$23,450	382
41.0	Director, Student Counseling	$22,863	$18,050	$27,700	318
42.0	Director, Student Union	$19,000	$16,105	$24,300	181
43.0	Director, Student Health Services (Physician Administrator)	$40,000	$[illegible]3,291	$52,500	99
44.0	Director, Student Health Services (Nurse Administrator)	$15,600	$13,090	$18,540	226
45.0	Director, Student Housing	$17,250	$14,256	$22,200	317
46.0	Director, Athletics	$27,350	$21,380	$33,360	353
47.0	Director, Athletics/Men	$27,932	$20,400	$33,164	31
48.0	Director, Athletics/Women	$21,333	$17,707	$25,650	54
49.0	Director, Campus Recreation/Intramurals	$18,126	$14,000	$24,640	116
50.0	Director, Alumni Affairs	$20,000	$16,000	$25,700	384
51.0	Director, Information Office	$21,500	$16,500	$27,798	155
52.0	Director, Community Services	$22,988	$17,500	$27,800	60
53.0	Administrator, Hospital Medical Center	$68,000	$31,000	$80,000	11
54.0	Director, Publications	$20,604	$16,350	$24,200	123
55.0	Director, Risk Management and Insurance	$25,000	$20,600	$34,000	23
56.0	Chief Planning and Budget Officer	$33,350	$29,150	$52,800	38
57.0	Chief Development and Public Relations Officer	$39,984	$27,970	$46,500	84
58.0	Director, Personnel and Affirmative Action	$22,000	$18,400	$29,900	74
59.0	Director, Admissions and Financial Aid	$29,500	$20,272	$38,250	74
60.0	Director, Housing and Food Services	$31,176	$29,700	$40,500	14
61.0	Director, Development and Alumni Affairs	$30,000	$22,500	$35,448	37
62.0	Dean, Architecture	$50,000	$38,850	$57,000	15
64.0	Dean, Arts and Letters	$32,400	$27,800	$45,450	15
65.0	Dean, Arts and Sciences	$43,000	$33,900	$50,600	117
66.0	Dean, Business	$40,667	$30,382	$53,406	159
67.0	Dean, Communications	$32,450	$26,450	$46,860	26
68.0	Dean, Continuing Education	$29,160	$24,000	$37,333	181
69.0	Dean, Dentistry	$66,780	$62,000	$70,000	17
70.0	Dean, Education	$33,722	$26,400	$45,000	99
71.0	Dean, Engineering	$51,084	$40,000	$60,000	60
73.0	Dean, Extension	$24,737	$21,575	$42,300	14
74.0	Dean, Fine Arts	$32,000	$27,000	$43,937	55
75.0	Dean, Graduate Programs	$36,400	$29,000	$47,792	122
76.0	Dean, Health Related Professions	$37,450	$25,644	$48,208	23
77.0	Dean, Home Economics	$27,650	$21,067	$36,595	11
78.0	Dean, Humanities	$28,837	$23,304	$31,533	51
80.0	Dean, Law	$62,190	$54,000	$70,200	64
81.0	Dean, Library and Information Sciences	$34,240	$25,056	$43,600	12
82.0	Dean, Mathematics	$24,046	$21,340	$29,397	29
83.0	Dean, Medicine	$95,000	$79,083	$117,000	22
84.0	Dean, Music	$33,722	$24,000	$39,000	53
85.0	Dean, Nursing	$33,600	$27,360	$41,250	76
86.0	Dean, Occupation Studies/Vocational Education/Technology	$26,182	$16,800	$35,000	12
87.0	Dean, Pharmacy	$52,000	$46,500	$55,000	12
89.0	Dean, Sciences	$29,200	$25,296	$34,300	52
90.0	Dean, Social Sciences	$26,593	$23,472	$33,610	57
91.0	Dean, Social Work	$35,000	$22,667	$51,250	28
92.0	Dean, Special Programs	$26,400	$20,000	$31,600	23
93.0	Dean, Undergraduate Programs	$36,000	$31,400	$49,999	31

Table 4
PRIVATE INDEPENDENT INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private, Ind. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 313.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,200	$54,500	$70,000	13
2.0	Chief Executive Officer, Single Institution	$57,500	$45,000	$70,000	283
3.0	Executive Vice President	$43,863	$37,216	$58,400	75
4.0	Chief Academic Officer	$42,500	$34,000	$52,400	266
5.0	Chief Business Officer	$40,000	$32,000	$50,150	264
6.0	Chief Student Affairs Officer	$33,350	$25,000	$40,968	259
7.0	Chief Development Officer	$37,097	$30,000	$46,000	205
8.0	Chief Public Relations Officer	$24,200	$19,130	$34,700	158
9.0	Chief Planning Officer	$37,000	$28,300	$48,000	45
10.0	Director, Personnel/Human Resources	$26,420	$22,300	$36,400	122
11.0	Chief Health Professions Officer	$62,753	$47,000	$101,250	17
12.0	Chief Budgeting Officer	$31,500	$26,600	$41,000	59
13.0	Director, Legal Services	$46,000	$35,500	$57,700	25
14.0	Registrar	$23,600	$18,150	$29,000	283
15.0	Director, Church Relations	$21,655	$19,000	$29,000	29
16.0	Director, Learning Resources Center	$22,000	$17,280	$29,300	51
17.0	Director, Library Services	$27,180	$21,120	$35,200	287
18.0	Director, Computer Services	$29,740	$23,750	$37,150	192
19.0	Director, Educational Media Services	$[illegible]0,950	$16,850	$26,600	80
20.0	Director, Institutional Research	[illegible],500	$18,600	$34,500	70
21.0	Director, Special and Deferred Gifts	[illegible]8,250	$22,875	$33,039	90
22.0	Administrator, Grants and Contracts	$26,500	$21,400	$38,100	85
23.0	Director, Affirmative Action/Equal Employment	$27,500	$21,891	$35,300	58
24.0	Director, Employee Training	$23,800	$21,637	$29,607	13
25.0	Comptroller	$30,000	$24,136	$37,500	207
26.0	Director, Internal Audit	$29,700	$21,600	$35,750	52
27.0	Bursar	$20,000	$16,779	$25,500	77
28.0	Director, Food Services	$24,600	$20,240	$32,040	78
29.0	Director, Physical Plant	$27,825	$22,300	$35,000	255
30.0	Director, Purchasing	$22,300	$17,785	$27,600	139
31.0	Director, Bookstore	$17,179	$12,720	$22,000	177
32.0	Director, Campus Security	$20,600	$16,800	$25,650	170
33.0	Director, Information Systems	$34,100	$27,717	$40,020	45
34.0	Director, News Bureau	$19,952	$15,620	$24,500	68
35.0	Director, Auxiliary Services	$29,100	$21,414	$40,000	52
36.0	Director, Admissions	$27,500	$22,200	$34,000	256
37.0	Director, Foreign Students	$21,407	$16,335	$26,000	30
38.0	Director, International Studies Education	$28,000	$22,909	$32,750	24
39.0	Director, Student Financial Aid	$22,000	$1[illegible]00	$27,050	270
40.0	Director, Student Placement	$21,250	$17,875	$25,500	209
41.0	Director, Student Counseling	$23,932	$19,200	$28,900	168
42.0	Director, Student Union	$19,946	$17,000	$25,600	101
43.0	Director, Student Health Services (Physician Administrator)	$46,667	$31,200	$57,800	63
44.0	Director, Student Health Services (Nurse Administrator)	$16,700	$13,600	$19,000	104
45.0	Director, Student Housing	$18,200	$14,650	$23,885	166
46.0	Director, Athletics	$30,157	$24,400	$35,900	175
47.0	Director, Athletics/Men	$30,000	$24,000	$35,075	13
48.0	Director, Athletics/Women	$25,400	$18,545	$28,000	27
49.0	Director, Campus Recreation/Intramurals	$19,500	$15,400	$26,700	60
50.0	Director, Alumni Affairs	$21,708	$17,600	$27,756	200
51.0	Director, Information Office	$23,000	$18,500	$30,400	92
52.0	Director, Community Services	$23,500	$19,800	$30,200	38
53.0	Administrator, Hospital Medical Center	$46,999	$31,000	$77,992	8
54.0	Director, Publications	$21,000	$17,750	$26,765	80
55.0	Director, Risk Management and Insurance	$25,000	$22,000	$34,000	14
56.0	Chief Planning and Budget Officer	$50,000	$36,594	$59,000	21
57.0	Chief Development and Public Relations Officer	$43,500	$32,[illegible]91	$49,776	49
58.0	Director, Personnel and Affirmative Action	$25,000	$20,573	$30,000	44
59.0	Director, Admissions and Financial Aid	$31,500	$24,000	$41,625	42
60.0	Director, Housing and Food Services	$31,176	$29,700	$40,500	12
61.0	Director, Development and Alumni Affairs	$30,000	$22,500	$37,509	24
62.0	Dean, Architecture	$50,000	$38,850	$57,000	14
64.0	Dean, Arts and Letters	$37,578	$30,771	$47,873	9
65.0	Dean, Arts and Sciences	$45,000	$38,700	$56,000	71
66.0	Dean, Business	$47,500	$35,733	$58,800	82
67.0	Dean, Communications	$44,000	$33,500	$50,900	15
68.0	Dean, Continuing Education	$33,000	$26,250	$40,371	101
69.0	Dean, Dentistry	$68,000	$62,[illegible]	$72,000	12
70.0	Dean, Education	$40,740	$26,500	$50,500	45
71.0	Dean, Engineering	$52,000	$42,532	$63,300	44
73.0	Dean, Extension	$27,000	$22,200	$52,392	10
74.0	Dean, Fine Arts	$40,000	$28,932	$52,000	31
75.0	Dean, Graduate Programs	$40,000	$31,000	$52,400	74
76.0	Dean, Health Related Professions	$43,200	$26,400	$47,400	13
77.0	Dean, Home Economics	$36,595	$21,067	$45,800	5
78.0	Dean, Humanities	$29,500	$24,314	$36,367	22
80.0	Dean, Law	$65,500	$60,000	$75,000	34
81.0	Dean, Library and Information Sciences	$44,500	$43,033	$49,060	5
82.0	Dean, Mathematics	$28,151	$21,733	$44,100	9
83.0	Dean, Medicine	$97,000	$81,000	$117,000	17
84.0	Dean, Music	$38,015	$33,000	$50,900	23
85.0	Dean, Nursing	$35,000	$29,106	$46,500	29
86.0	Dean, Occupation Studies/Vocational Education/Technology	$28,300	$25,318	$35,258	10
87.0	Dean, Pharmacy	$53,900	$44,400	$58,300	8
89.0	Dean, Sciences	$29,200	$26,267	$37,848	22
90.0	Dean, Social Sciences	$27,097	$23,625	$38,667	24
91.0	Dean, Social Work	$50,700	$33,700	$54,200	15
92.0	Dean, Special Programs	$27,700	$17,100	$30,575	12
93.0	Dean, Undergraduate Programs	$41,000	$34,000	$52,800	23

Table 5
PRIVATE RELIGIOUS INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 288.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$36,000	$54,975	272
3.0	Executive Vice President	$35,291	$27,000	$42,000	56
4.0	Chief Academic Officer	$33,000	$27,380	$41,052	262
5.0	Chief Business Officer	$31,450	$26,250	$40,000	263
6.0	Chief Student Affairs Officer	$26,088	$22,120	$31,640	260
7.0	Chief Development Officer	$31,700	$24,369	$38,000	222
8.0	Chief Public Relations Officer	$20,000	$15,500	$25,500	154
9.0	Chief Planning Officer	$28,000	$20,400	$36,000	39
10.0	Director, Personnel/Human Resources	$22,517	$17,000	$28,300	69
11.0	Chief Health Professions Officer	$38,667	$16,245	$76,794	17
12.0	Chief Budgeting Officer	$28,822	$25,000	$33,863	30
13.0	Director, Legal Services	$40,000	$35,500	$53,500	10
14.0	Registrar	$19,800	$16,500	$24,684	256
15.0	Director, Church Relations	$18,150	$15,255	$24,381	81
16.0	Director, Learning Resources Center	$19,533	$16,800	$22,368	55
17.0	Director, Library Services	$22,020	$18,300	$27,000	256
18.0	Director, Computer Services	$24,000	$19,200	$29,424	159
19.0	Director, Educational Media Services	$17,700	$15,000	$20,400	71
20.0	Director, Institutional Research	$23,000	$18,656	$28,900	54
21.0	Director, Special and Deferred Gifts	$23,714	$21,102	$28,002	93
22.0	Administrator, Grants and Contracts	$22,500	$18,720	$26,750	59
23.0	Director, Affirmative Action/Equal Employment	$22,572	$17,500	$28,800	19
25.0	Comptroller	$24,000	$19,493	$29,520	165
26.0	Director, Internal Audit	$22,400	$18,375	$25,200	21
27.0	Bursar	$19,910	$16,100	$27,030	35
28.0	Director, Food Services	$20,350	$15,000	$25,165	87
29.0	Director, Physical Plant	$21,836	$18,075	$26,990	236
30.0	Director, Purchasing	$18,315	$15,644	$23,045	82
31.0	Director, Bookstore	$13,736	$10,600	$18,500	183
32.0	Director, Campus Security	$16,150	$13,710	$21,500	129
33.0	Director, Information Systems	$30,300	$22,700	$37,200	24
34.0	Director, News Bureau	$16,376	$13,780	$20,500	59
35.0	Director, Auxiliary Services	$21,500	$16,849	$28,400	36
36.0	Director, Admissions	$23,500	$19,375	$28,200	218
37.0	Director, Foreign Students	$20,000	$16,000	$24,451	24
38.0	Director, International Studies Education	$19,200	$16,000	$31,000	11
39.0	Director, Student Financial Aid	$18,700	$15,500	$22,400	235
40.0	Director, Student Placement	$18,200	$15,318	$20,700	173
41.0	Director, Student Counseling	$21,333	$17,700	$25,330	150
42.0	Director, Student Union	$17,268	$14,000	$21,600	80
43.0	Director, Student Health Services (Physician Administrator)	$25,280	$14,000	$40,000	36
44.0	Director, Student Health Services (Nurse Administrator)	$15,036	$12,147	$18,288	122
45.0	Director, Student Housing	$16,362	$14,000	$20,000	151
46.0	Director, Athletics	$24,678	$20,300	$30,000	178
47.0	Director, Athletics/Men	$23,912	$18,560	$31,500	18
48.0	Director, Athletics/Women	$19,200	$17,044	$22,667	27
49.0	Director, Campus Recreation/Intramurals	$17,010	$12,840	$24,284	56
50.0	Director, Alumni Affairs	$18,000	$15,100	$22,863	184
51.0	Director, Information Office	$17,735	$14,000	$23,500	63
52.0	Director, Community Services	$18,000	$14,700	$24,200	22
54.0	Director, Publications	$18,750	$14,900	$22,500	43
55.0	Director, Risk Management and Insurance	$24,143	$20,600	$33,700	9
56.0	Chief Planning and Budget Officer	$32,500	$27,550	$33,700	17
57.0	Chief Development and Public Relations Officer	$30,800	$23,100	$41,040	35
58.0	Director, Personnel and Affirmative Action	$19,700	$15,000	$26,800	30
59.0	Director, Admissions and Financial Aid	$24,500	$18,000	$31,900	32
61.0	Director, Development and Alumni Affairs	$27,249	$22,470	$31,200	13
64.0	Dean, Arts and Letters	$28,536	$24,735	$37,100	6
65.0	Dean, Arts and Sciences	$36,650	$31,411	$45,000	46
66.0	Dean, Business	$36,160	$26,568	$45,073	77
67.0	Dean, Communications	$25,333	$21,867	$28,820	11
68.0	Dean, Continuing Education	$26,740	$22,300	$31,520	80
69.0	Dean, Dentistry	$62,800	$49,450	$64,000	5
70.0	Dean, Education	$30,600	$25,727	$37,066	54
71.0	Dean, Engineering	$42,350	$39,961	$53,440	16
74.0	Dean, Fine Arts	$29,200	$25,260	$32,000	24
75.0	Dean, Graduate Programs	$31,575	$23,333	$40,275	48
76.0	Dean, Health Related Professions	$26,558	$22,988	$48,208	10
77.0	Dean, Home Economics	$26,420	$23,983	$27,864	6
78.0	Dean, Humanities	$25,500	$23,304	$30,554	29
80.0	Dean, Law	$60,000	$53,500	$63,500	30
81.0	Dean, Library and Information Sciences	$32,040	$21,000	$36,300	7
82.0	Dean, Mathematics	$23,200	$21,120	$26,003	20
83.0	Dean, Medicine	$84,000	$77,000	$102,500	5
84.0	Dean, Music	$26,425	$20,464	$34,515	30
85.0	Dean, Nursing	$33,000	$26,558	$39,946	47
89.0	Dean, Sciences	$28,136	$24,605	$33,199	30
90.0	Dean, Social Sciences	$25,298	$23,460	$30,600	33
91.0	Dean, Social Work	$25,360	$20,000	$35,000	13
92.0	Dean, Special Programs	$25,000	$21,000	$31,600	11
93.0	Dean, Undergraduate Programs	$30,500	$25,600	$32,374	8

Table 6
THEOLOGICAL SEMINARIES

MEASURE: Salary. **CLASSIFICATION(S):** Theology Sem. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 23.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$35,400	$30,834	$42,536	23
3.0	Executive Vice President	$24,640	$23,552	$32,727	6
4.0	Chief Academic Officer	$31,140	$24,000	$36,790	18
5.0	Chief Business Officer	$27,820	$20,000	$34,058	17
6.0	Chief Student Affairs Officer	$24,687	$21,500	$32,000	12
7.0	Chief Development Officer	$30,000	$21,500	$33,371	12
14.0	Registrar	$17,800	$14,000	$24,902	16
17.0	Director, Library Services	$25,620	$20,500	$28,200	17
25.0	Comptroller	$23,000	$19,440	$23,300	5
28.0	Director, Food Services	$16,000	$14,248	$22,000	6
29.0	Director, Physical Plant	$20,400	$20,005	$23,574	11
39.0	Director, Student Financial Aid	$21,600	$20,000	$30,030	6

Table 7
MEDICAL SCHOOLS OR CENTERS

MEASURE: Salary. **CLASSIFICATION(S):** Medical School. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 22.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$81,500	$75,000	$92,500	21
3.0	Executive Vice President	$58,650	$53,300	$75,166	9
4.0	Chief Academic Officer	$72,000	$60,000	$82,775	17
5.0	Chief Business Officer	$54,000	$43,350	$65,191	15
6.0	Chief Student Affairs Officer	$41,736	$32,500	$57,318	15
7.0	Chief Development Officer	$38,997	$38,325	$52,400	5
8.0	Chief Public Relations Officer	$37,000	$31,700	$42,000	13
9.0	Chief Planning Officer	$40,000	$32,500	$44,553	8
10.0	Director, Personnel/Human Resources	$37,800	$32,500	$41,600	17
11.0	Chief Health Professions Officer	$54,696	$36,642	$70,000	6
12.0	Chief Budgeting Officer	$36,357	$29,848	$44,500	16
14.0	Registrar	$29,117	$20,469	$31,920	17
16.0	Director, Learning Resources Center	$46,050	$37,500	$53,700	9
17.0	Director, Library Services	$35,542	$29,500	$47,300	22
18.0	Director, Computer Services	$37,800	$29,224	$42,139	15
19.0	Director, Educational Media Services	$27,800	$21,938	$31,500	12
20.0	Director, Institutional Research	$32,417	$30,000	$53,000	7
22.0	Administrator, Grants and Contracts	$36,000	$30,565	$45,000	17
23.0	Director, Affirmative Action/Equal Employment	$29,100	$27,000	$31,550	13
24.0	Director, Employee Training	$29,100	$24,000	$29,607	5
25.0	Comptroller	$40,000	$35,700	$50,200	12
26.0	Director, Internal Audit	$29,268	$28,296	$31,500	14
27.0	Bursar	$24,770	$21,473	$29,700	7
29.0	Director, Physical Plant	$38,632	$33,800	$45,000	22
30.0	Director, Purchasing	$28,680	$22,300	$33,000	19
31.0	Director, Bookstore	$19,200	$16,800	$23,590	12
32.0	Director, Campus Security	$30,577	$26,448	$33,000	16
33.0	Director, Information Systems	$41,633	$32,000	$43,285	7
34.0	Director, News Bureau	$22,700	$19,000	$26,382	5
35.0	Director, Auxiliary Services	$32,130	$29,364	$37,800	7
36.0	Director, Admissions	$24,859	$21,546	$45,648	10
39.0	Director, Student Financial Aid	$23,501	$18,000	$25,942	19
43.0	Director, Student Health Services (Physician Administrator)	$54,476	$47,907	$59,217	10
45.0	Director, Student Housing	$20,222	$17,457	$27,750	6
50.0	Director, Alumni Affairs	$25,425	$21,000	$35,750	8
51.0	Director, Information Office	$30,801	$30,000	$39,227	6
53.0	Administrator, Hospital Medical Center	$62,900	$54,591	$71,400	11
54.0	Director, Publications	$29,500	$25,586	$30,801	5
68.0	Dean, Continuing Education	$49,900	$48,430	$58,333	5
69.0	Dean, Dentistry	$68,400	$60,000	$73,500	11
75.0	Dean, Graduate Programs	$57,736	$52,630	$70,560	9
76.0	Dean, Health Related Professions	$50,600	$43,000	$58,268	8
83.0	Dean, Medicine	$79,700	$75,000	$84,060	11
85.0	Dean, Nursing	$54,665	$50,600	$58,464	13
87.0	Dean, Pharmacy	$53,200	$52,242	$57,250	5

Table 8
TRADITIONALLY BLACK INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 28.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,000	$46,803	$58,836	26
3.0	Executive Vice President	$42,800	$41,500	$43,820	8
4.0	Chief Academic Officer	$40,521	$35,503	$45,000	26
5.0	Chief Business Officer	$35,000	$30,000	$40,660	28
6.0	Chief Student Affairs Officer	$30,000	$24,465	$34,500	28
7.0	Chief Development Officer	$31,000	$26,250	$37,097	19
8.0	Chief Public Relations Officer	$21,600	$16,000	$25,500	18
9.0	Chief Planning Officer	$29,000	$27,550	$32,100	13
10.0	Director, Personnel/Human Resources	$23,556	$19,769	$25,590	12
12.0	Chief Budgeting Officer	$28,560	$23,796	$29,780	5
14.0	Registrar	$23,500	$18,191	$25,082	25
16.0	Director, Learning Resources Center	$25,135	$20,095	$34,596	12
17.0	Director, Library Services	$25,809	$20,405	$27,574	26
18.0	Director, Computer Services	$24,816	$22,000	$30,400	23
19.0	Director, Educational Media Services	$21,810	$16,660	$28,000	9
20.0	Director, Institutional Research	$24,792	$21,730	$27,574	19
22.0	Administrator, Grants and Contracts	$21,637	$19,800	$24,500	13
23.0	Director, Affirmative Action/Equal Employment	$27,521	$26,395	$32,200	6
25.0	Comptroller	$25,280	$22,050	$31,500	16
27.0	Bursar	$22,350	$17,971	$25,000	5
28.0	Director, Food Services	$22,000	$19,800	$23,326	7
29.0	Director, Physical Plant	$24,500	$21,499	$29,040	28
30.0	Director, Purchasing	$20,715	$16,800	$23,556	20
31.0	Director, Bookstore	$13,475	$11,500	$16,721	18
32.0	Director, Campus Security	$18,000	$15,000	$20,473	19
35.0	Director, Auxiliary Services	$25,860	$21,414	$26,504	7
36.0	Director, Admissions	$23,500	$20,351	$26,611	19
39.0	Director, Student Financial Aid	$21,594	$17,820	$25,089	24
40.0	Director, Student Placement	$19,635	$17,410	$24,378	22
41.0	Director, Student Counseling	$21,140	$18,050	$27,200	22
42.0	Director, Student Union	$17,500	$15,730	$22,054	17
43.0	Director, Student Health Services (Physician Administrator)	$21,166	$17,825	$23,709	12
44.0	Director, Student Health Services (Nurse Administrator)	$14,580	$12,460	$16,120	10
45.0	Director, Student Housing	$17,200	$15,000	$20,320	20
46.0	Director, Athletics	$29,750	$24,100	$33,000	21
49.0	Director, Campus Recreation/Intramurals	$15,528	$12,600	$16,000	9
50.0	Director, Alumni Affairs	$17,943	$14,000	$23,789	19
51.0	Director, Information Office	$17,616	$16,486	$30,688	6
58.0	Director, Personnel and Affirmative Action	$25,908	$20,799	$27,410	11
59.0	Director, Admissions and Financial Aid	$20,000	$19,500	$25,000	5
61.0	Director, Development and Alumni Affairs	$22,054	$21,000	$33,580	5
63.0	Dean, Agriculture	$39,200	$37,406	$40,000	6
65.0	Dean, Arts and Sciences	$37,000	$27,500	$38,527	8
66.0	Dean, Business	$37,621	$32,280	$38,720	14
68.0	Dean, Continuing Education	$30,677	$26,860	$33,825	8
70.0	Dean, Education	$33,868	$29,186	$37,260	16
71.0	Dean, Engineering	$33,036	$31,253	$46,624	5
74.0	Dean, Fine Arts	$34,300	$29,545	$39,882	5
75.0	Dean, Graduate Programs	$38,688	$33,000	$39,491	12
78.0	Dean, Humanities	$30,866	$20,173	$35,339	9
82.0	Dean, Mathematics	$31,500	$21,340	$31,815	5
84.0	Dean, Music	$33,080	$19,283	$37,200	7
85.0	Dean, Nursing	$36,053	$34,833	$38,206	5
89.0	Dean, Sciences	$34,500	$27,880	$37,841	9
90.0	Dean, Social Sciences	$33,880	$27,097	$37,600	9

Table 9
ALL UNIVERSITIES

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 376.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,000	$64,955	$80,080	57
2.0	Chief Executive Officer, Single Institution	$62,300	$55,500	$72,500	308
3.0	Executive Vice President	$53,820	$46,500	$63,855	99
4.0	Chief Academic Officer	$52,800	$46,000	$60,500	326
5.0	Chief Business Officer	$50,000	$42,696	$56,400	337
6.0	Chief Student Affairs Officer	$42,465	$36,922	$49,000	337
7.0	Chief Development Officer	$42,039	$36,500	$50,000	205
8.0	Chief Public Relations Officer	$36,480	$28,100	$43,824	218
9.0	Chief Planning Officer	$42,070	$35,765	$50,500	102
10.0	Director, Personnel/Human Resources	$33,700	$27,400	$40,100	261
11.0	Chief Health Professions Officer	$72,345	$56,420	$86,000	51
12.0	Chief Budgeting Officer	$36,000	$30,912	$43,300	184
13.0	Director, Legal Services	$42,600	$36,000	$53,200	115
14.0	Registrar	$30,000	$25,620	$34,773	324
15.0	Director, Church Relations	$25,500	$19,000	$30,750	27
16.0	Director, Learning Resources Center	$32,894	$25,135	$39,996	91
17.0	Director, Library Services	$38,000	$30,465	$45,474	326
18.0	Director, Computer Services	$36,600	$30,436	$43,000	296
19.0	Director, Educational Media Services	$27,800	$22,000	$33,252	151
20.0	Director, Institutional Research	$33,500	$27,000	$39,210	200
21.0	Director, Special and Deferred Gifts	$30,000	$26,418	$34,781	103
22.0	Administrator, Grants and Contracts	$34,000	$27,250	$41,017	212
23.0	Director, Affirmative Action/Equal Employment	$30,140	$25,500	$36,456	201
24.0	Director, Employee Training	$24,192	$20,300	$28,000	56
25.0	Comptroller	$36,000	$30,030	$42,732	289
26.0	Director, Internal Audit	$29,700	$25,145	$34,925	186
27.0	Bursar	$26,700	$21,000	$31,000	139
28.0	Director, Food Services	$28,548	$25,165	$33,936	128
29.0	Director, Physical Plant	$35,172	$29,035	$40,500	347
30.0	Director, Purchasing	$27,242	$21,762	$32,300	298
31.0	Director, Bookstore	$24,660	$19,800	$29,444	248
32.0	Director, Campus Security	$25,590	$20,473	$31,454	305
33.0	Director, Information Systems	$37,250	$31,075	$44,000	131
34.0	Director, News Bureau	$24,726	$19,952	$29,900	132
35.0	Director, Auxiliary Services	$35,040	$27,775	$40,000	135
36.0	Director, Admissions	$30,640	$26,060	$36,157	299
37.0	Director, Foreign Students	$24,150	$20,007	$28,914	103
38.0	Director, International Studies Education	$33,602	$26,000	$42,570	68
39.0	Director, Student Financial Aid	$27,540	$24,000	$31,625	337
40.0	Director, Student Placement	$26,250	$21,640	$30,300	296
41.0	Director, Student Counseling	$29,615	$25,536	$34,954	279
42.0	Director, Student Union	$26,145	$21,000	$31,812	238
43.0	Director, Student Health Services (Physician Administrator)	$49,932	$40,700	$57,483	174
44.0	Director, Student Health Services (Nurse Administrator)	$19,000	$15,975	$22,851	116
45.0	Director, Student Housing	$25,080	$20,946	$30,800	256
46.0	Director, Athletics	$36,586	$31,065	$45,000	271
47.0	Director, Athletics/Men	$36,967	$30,200	$43,456	41
48.0	Director, Athletics/Women	$28,000	$24,000	$32,940	77
49.0	Director, Campus Recreation/Intramurals	$24,500	$20,066	$30,000	155
50.0	Director, Alumni Affairs	$25,662	$22,000	$32,300	249
51.0	Director, Information Office	$28,608	$23,882	$34,500	148
52.0	Director, Community Services	$30,011	$24,000	$36,240	63
53.0	Administrator, Hospital Medical Center	$62,402	$36,821	$71,869	33
54.0	Director, Publications	$25,414	$21,000	$29,400	134
55.0	Director, Risk Management and Insurance	$30,218	$23,220	$35,000	55
56.0	Chief Planning and Budget Officer	$46,413	$40,000	$56,100	50
57.0	Chief Development and Public Relations Officer	$44,300	$34,050	$54,573	68
58.0	Director, Personnel and Affirmative Action	$29,478	$24,369	$37,269	61
59.0	Director, Admissions and Financial Aid	$36,796	$31,500	$43,200	43
60.0	Director, Housing and Food Services	$36,000	$31,954	$42,500	32
61.0	Director, Development and Alumni Affairs	$35,000	$27,400	$38,720	47
62.0	Dean, Architecture	$49,500	$45,791	$55,525	49
63.0	Dean, Agriculture	$51,600	$42,000	$59,100	61
64.0	Dean, Arts and Letters	$45,450	$39,500	$50,000	38
65.0	Dean, Arts and Sciences	$46,776	$40,000	$55,015	218
66.0	Dean, Business	$48,048	$41,800	$54,936	286
67.0	Dean, Communications	$44,420	$38,600	$50,300	41
68.0	Dean, Continuing Education	$38,920	$31,800	$45,500	199
69.0	Dean, Dentistry	$66,769	$60,000	$70,351	34
70.0	Dean, Education	$46,440	$40,000	$50,995	231
71.0	Dean, Engineering	$55,000	$47,500	$60,500	147
73.0	Dean, Extension	$46,000	$36,720	$52,488	41
74.0	Dean, Fine Arts	$45,000	$38,700	$50,580	88
75.0	Dean, Graduate Programs	$45,500	$39,139	$52,400	239
76.0	Dean, Health Related Professions	$47,540	$40,038	$52,200	58
77.0	Dean, Home Economics	$45,600	$37,500	$54,000	43
78.0	Dean, Humanities	$41,508	$36,452	$50,360	45
80.0	Dean, Law	$62,004	$55,000	$68,500	117
81.0	Dean, Library and Information Sciences	$42,330	$36,300	$48,200	43
83.0	Dean, Medicine	$83,400	$74,000	$99,500	59
84.0	Dean, Music	$40,020	$35,000	$48,600	57
85.0	Dean, Nursing	$44,028	$36,820	$50,020	127
86.0	Dean, Occupation Studies/Vocational Education/Technology	$41,640	$35,630	$45,368	43
87.0	Dean, Pharmacy	$53,004	$49,000	$59,000	50
89.0	Dean, Sciences	$45,570	$38,000	$53,000	71
90.0	Dean, Social Sciences	$38,925	$33,610	$52,800	38
91.0	Dean, Social Work	$48,825	$43,600	$52,000	58
93.0	Dean, Undergraduate Programs	$45,840	$36,505	$49,337	35
94.0	Dean, Veterinary Medicine	$60,000	$54,780	$65,320	24

Table 10
UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,000	$49,300	$62,000	52
3.0	Executive Vice President	$40,752	$33,000	$48,555	9
4.0	Chief Academic Officer	$42,013	$37,950	$48,761	46
5.0	Chief Business Officer	$40,000	$34,750	$48,000	51
6.0	Chief Student Affairs Officer	$32,035	$26,000	$39,200	50
7.0	Chief Development Officer	$38,640	$31,910	$45,000	26
8.0	Chief Public Relations Officer	$22,000	$20,500	$28,626	26
9.0	Chief Planning Officer	$35,765	$27,600	$43,500	14
10.0	Director, Personnel/Human Resources	$25,500	$21,000	$29,325	22
12.0	Chief Budgeting Officer	$23,323	$22,572	$35,750	10
14.0	Registrar	$24,420	$21,000	$29,100	54
15.0	Director, Church Relations	$19,258	$14,000	$28,336	6
16.0	Director, Learning Resources Center	$22,000	$20,095	$28,900	12
17.0	Director, Library Services	$27,500	$23,181	$33,920	54
18.0	Director, Computer Services	$27,000	$22,218	$31,390	45
19.0	Director, Educational Media Services	$20,346	$17,400	$23,040	20
20.0	Director, Institutional Research	$27,425	$22,000	$35,844	19
21.0	Director, Special and Deferred Gifts	$28,196	$22,308	$31,000	12
22.0	Administrator, Grants and Contracts	$20,748	$19,258	$33,750	10
23.0	Director, Affirmative Action/Equal Employment	$31,500	$25,970	$36,972	11
25.0	Comptroller	$27,350	$23,663	$31,000	44
26.0	Director, Internal Audit	$22,000	$21,460	$22,380	8
27.0	Bursar	$20,400	$18,708	$24,594	7
28.0	Director, Food Services	$23,000	$20,240	$32,000	11
29.0	Director, Physical Plant	$27,400	$22,992	$32,000	53
30.0	Director, Purchasing	$20,244	$17,184	$25,000	33
31.0	Director, Bookstore	$17,245	$14,000	$19,228	38
32.0	Director, Campus Security	$18,612	$16,045	$23,010	34
33.0	Director, Information Systems	$26,486	$21,806	$31,400	11
34.0	Director, News Bureau	$19,000	$15,620	$22,000	17
35.0	Director, Auxiliary Services	$22,308	$19,936	$31,935	12
36.0	Director, Admissions	$25,415	$22,059	$30,000	44
37.0	Director, Foreign Students	$25,067	$19,920	$29,464	7
39.0	Director, Student Financial Aid	$20,865	$17,920	$25,000	53
40.0	Director, Student Placement	$20,520	$17,000	$23,554	35
41.0	Director, Student Counseling	$22,420	$18,785	$27,570	33
42.0	Director, Student Union	$17,500	$16,000	$22,000	22
43.0	Director, Student Health Services (Physician Administrator)	$19,201	$17,250	$40,700	10
44.0	Director, Student Health Services (Nurse Administrator)	$15,547	$13,392	$17,600	25
45.0	Director, Student Housing	$16,200	$15,000	$20,000	34
46.0	Director, Athletics	$26,880	$24,358	$32,000	35
48.0	Director, Athletics/Women	$20,000	$18,545	$22,667	7
49.0	Director, Campus Recreation/Intramurals	$15,500	$12,996	$18,480	13
50.0	Director, Alumni Affairs	$22,300	$17,400	$25,000	33
51.0	Director, Information Office	$20,424	$16,000	$25,066	13
52.0	Director, Community Services	$23,175	$22,400	$32,100	5
54.0	Director, Publications	$20,000	$16,000	$22,500	18
56.0	Chief Planning and Budget Officer	$42,400	$34,750	$49,300	7
57.0	Chief Development and Public Relations Officer	$32,100	$31,150	$35,769	9
58.0	Director, Personnel and Affirmative Action	$23,185	$20,150	$25,905	13
61.0	Director, Development and Alumni Affairs	$25,350	$22,470	$36,676	12
64.0	Dean, Arts and Letters	$40,169	$35,000	$44,317	5
65.0	Dean, Arts and Sciences	$35,580	$29,600	$39,000	25
66.0	Dean, Business	$39,700	$30,000	$47,500	32
68.0	Dean, Continuing Education	$28,502	$24,000	$35,300	19
70.0	Dean, Education	$36,300	$27,000	$44,317	16
71.0	Dean, Engineering	$39,250	$35,700	$42,465	5
74.0	Dean, Fine Arts	$30,000	$29,202	$39,442	11
75.0	Dean, Graduate Programs	$35,000	$25,920	$46,710	15
76.0	Dean, Health Related Professions	$42,344	$42,120	$48,208	5
80.0	Dean, Law	$52,500	$30,000	$60,000	9
84.0	Dean, Music	$26,425	$22,500	$34,000	6
85.0	Dean, Nursing	$34,347	$28,613	$37,510	12
89.0	Dean, Sciences	$37,841	$30,000	$41,317	7
90.0	Dean, Social Sciences	$31,173	$23,000	$31,800	5

Table 11

UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 70.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$60,500	$54,000	$70,000	64
3.0	Executive Vice President	$46,500	$42,000	$53,820	20
4.0	Chief Academic Officer	$48,225	$42,700	$53,810	65
5.0	Chief Business Officer	$45,420	$40,100	$51,300	66
6.0	Chief Student Affairs Officer	$38,581	$33,775	$42,500	66
7.0	Chief Development Officer	$39,598	$33,820	$45,575	35
8.0	Chief Public Relations Officer	$28,000	$23,202	$34,500	40
9.0	Chief Planning Officer	$32,877	$28,600	$39,000	13
10.0	Director, Personnel/Human Resources	$25,590	$22,590	$32,800	46
11.0	Chief Health Professions Officer	$76,794	$76,000	$82,000	5
12.0	Chief Budgeting Officer	$30,420	$27,000	$35,350	22
13.0	Director, Legal Services	$31,478	$24,588	$37,500	11
14.0	Registrar	$27,034	$23,700	$30,850	64
15.0	Director, Church Relations	$22,610	$18,150	$28,260	6
16.0	Director, Learning Resources Center	$29,279	$21,120	$34,596	15
17.0	Director, Library Services	$31,500	$27,000	$36,200	65
18.0	Director, Computer Services	$31,800	$27,000	$37,835	57
19.0	Director, Educational Media Services	$22,000	$17,700	$28,954	29
20.0	Director, Institutional Research	$28,935	$23,400	$34,200	26
21.0	Director, Special and Deferred Gifts	$29,000	$25,982	$32,500	25
22.0	Administrator, Grants and Contracts	$29,150	$21,000	$38,760	23
23.0	Director, Affirmative Action/Equal Employment	$25,000	$22,738	$28,620	26
25.0	Comptroller	$31,500	$28,750	$34,450	50
26.0	Director, Internal Audit	$24,764	$18,327	$29,827	14
27.0	Bursar	$21,050	$19,535	$25,400	16
28.0	Director, Food Services	$24,350	$22,000	$28,250	16
29.0	Director, Physical Plant	$29,147	$26,004	$34,000	67
30.0	Director, Purchasing	$21,935	$19,119	$24,805	53
31.0	Director, Bookstore	$19,800	$16,900	$21,869	43
32.0	Director, Campus Security	$21,182	$17,000	$25,000	61
33.0	Director, Information Systems	$28,728	$24,225	$33,000	12
34.0	Director, News Bureau	$18,858	$16,500	$25,000	19
35.0	Director, Auxiliary Services	$25,500	$22,250	$33,400	14
36.0	Director, Admissions	$26,900	$25,000	$30,264	55
37.0	Director, Foreign Students	$19,860	$18,000	$24,000	12
38.0	Director, International Studies Education	$30,201	$22,000	$30,504	5
39.0	Director, Student Financial Aid	$25,000	$22,440	$27,528	64
40.0	Director, Student Placement	$22,300	$19,500	$26,400	55
41.0	Director, Student Counseling	$26,402	$23,316	$29,150	50
42.0	Director, Student Union	$22,780	$17,657	$26,500	40
43.0	Director, Student Health Services (Physician Administrator)	$33,500	$24,000	$53,400	19
44.0	Director, Student Health Services (Nurse Administrator)	$17,512	$14,743	$20,135	27
45.0	Director, Student Housing	$22,000	$20,000	$25,986	46
46.0	Director, Athletics	$31,[illegible]00	$28,000	$35,856	54
48.0	Director, Athletics/Women	$23,373	$20,437	$24,800	7
49.0	Director, Campus Recreation/Intramurals	$20,240	$18,126	$22,827	16
50.0	Director, Alumni Affairs	$21,816	$20,000	$25,000	49
51.0	Director, Information Office	$25,000	$22,861	$30,500	21
52.0	Director, Community Services	$30,011	$20,030	$34,588	9
54.0	Director, Publications	$18,903	$16,733	$23,401	16
55.0	Director, Risk Management and Insurance	$23,100	$22,711	$24,143	5
57.0	Chief Development and Public Relations Officer	$39,500	$33,800	$43,500	16
58.0	Director, Personnel and Affirmative Action	$26,800	$24,602	$33,450	14
59.0	Director, Admissions and Financial Aid	$33,400	$31,253	$40,000	11
61.0	Director, Development and Alumni Affairs	$30,780	$23,938	$33,580	5
63.0	Dean, Agriculture	$39,200	$31,850	$42,000	7
65.0	Dean, Arts and Sciences	$39,700	$35,000	$45,000	41
66.0	Dean, Business	$40,635	$37,765	$46,119	55
67.0	Dean, Communications	$36,850	$35,632	$40,000	6
68.0	Dean, Continuing Education	$31,788	$29,250	$36,[illegible]00	37
69.0	Dean, Dentistry	$64,719	$49,450	$70,351	5
70.0	Dean, Education	$37,500	$34,485	$43,605	38
71.0	Dean, Engineering	$41,234	$40,000	$46,020	18
73.0	Dean, Extension	$28,080	$24,500	$37,000	5
74.0	Dean, Fine Arts	$40,000	$37,481	$42,000	12
75.0	Dean, Graduate Programs	$37,500	$33,500	$42,922	40
76.0	Dean, Health Related Professions	$36,471	$33,667	$43,200	6
78.0	Dean, Humanities	$37,500	$31,650	$45,840	14
80.0	Dean, Law	$55,000	$51,900	$64,800	15
82.0	Dean, Mathematics	$38,150	$33,350	$42,000	8
83.0	Dean, Medicine	$96,300	$95,766	$105,000	5
84.0	Dean, Music	$35,933	$33,080	$38,469	13
85.0	Dean, Nursing	$37,740	$31,065	$40,000	19
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,500	$34,011	$35,740	5
87.0	Dean, Pharmacy	$50,604	$44,500	$55,566	8
89.0	Dean, Sciences	$38,100	$34,464	$44,250	12
90.0	Dean, Social Sciences	$40,549	$33,610	$45,840	7

Table 12
UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 99.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$64,955	$51,384	$70,000	8
2.0	Chief Executive Officer, Single Institution	$60,500	$54,250	$72,456	87
3.0	Executive Vice President	$50,200	$46,405	$56,000	32
4.0	Chief Academic Officer	$51,500	$45,985	$57,550	86
5.0	Chief Business Officer	$46,804	$43,000	$54,000	88
6.0	Chief Student Affairs Officer	$41,000	$37,500	$44,305	93
7.0	Chief Development Officer	$40,114	$36,150	$50,000	66
8.0	Chief Public Relations Officer	$35,901	$29,700	$42,508	58
9.0	Chief Planning Officer	$42,070	$36,471	$49,888	32
10.0	Director, Personnel/Human Resources	$29,700	$25,000	$35,000	70
11.0	Chief Health Professions Officer	$75,372	$54,400	$86,000	12
12.0	Chief Budgeting Officer	$34,200	$29,812	$41,000	56
13.0	Director, Legal Services	$41,472	$34,000	$46,510	26
14.0	Registrar	$30,000	$27,000	$33,800	90
15.0	Director, Church Relations	$20,567	$18,000	$30,000	8
16.0	Director, Learning Resources Center	$31,032	$22,300	$35,000	24
17.0	Director, Library Services	$37,841	$34,999	$43,200	88
18.0	Director, Computer Services	$35,918	$31,550	$40,700	79
19.0	Director, Educational Media Services	$26,600	$23,435	$31,000	45
20.0	Director, Institutional Research	$32,370	$25,958	$38,244	55
21.0	Director, Special and Deferred Gifts	$32,759	$27,757	$38,000	22
22.0	Administrator, Grants and Contracts	$30,504	$25,992	$35,712	62
23.0	Director, Affirmative Action/Equal Employment	$27,600	$23,000	$32,100	52
24.0	Director, Employee Training	$23,800	$20,000	$27,000	9
25.0	Comptroller	$34,700	$30,200	$40,000	81
26.0	Director, Internal Audit	$25,848	$22,400	$30,000	57
27.0	Bursar	$25,000	$19,438	$29,977	44
28.0	Director, Food Services	$26,650	$25,008	$28,500	38
29.0	Director, Physical Plant	$34,548	$30,014	$40,150	95
30.0	Director, Purchasing	$26,480	$21,400	$30,144	88
31.0	Director, Bookstore	$24,938	$22,480	$28,390	67
32.0	Director, Campus Security	$24,500	$20,000	$27,132	89
33.0	Director, Information Systems	$36,000	$31,200	$40,200	35
34.0	Director, News Bureau	$23,019	$20,350	$28,500	39
35.0	Director, Auxiliary Services	$30,888	$26,000	$39,067	46
36.0	Director, Admissions	$30,640	$26,400	$35,934	82
37.0	Director, Foreign Students	$22,103	$18,485	$27,622	27
38.0	Director, International Studies Education	$28,492	$21,800	$36,795	12
39.0	Director, Student Financial Aid	$27,183	$24,406	$30,500	92
40.0	Director, Student Placement	$25,500	$22,032	$29,458	86
41.0	Director, Student Counseling	$27,600	$25,536	$33,000	80
42.0	Director, Student Union	$25,440	$20,427	$29,265	68
43.0	Director, Student Health Services (Physician Administrator)	$48,623	$41,600	$52,500	43
44.0	Director, Student Health Services (Nurse Administrator)	$18,727	$16,422	$22,288	36
45.0	Director, Student Housing	$24,624	$22,000	$27,576	78
46.0	Director, Athletics	$35,157	$32,595	$41,950	88
47.0	Director, Athletics/Men	$31,399	$28,000	$38,750	8
48.0	Director, Athletics/Women	$25,000	$21,700	$29,604	20
49.0	Director, Campus Recreation/Intramurals	$22,200	$19,417	$25,896	43
50.0	Director, Alumni Affairs	$25,600	$22,818	$30,000	73
51.0	Director, Information Office	$27,792	$23,755	$33,563	39
52.0	Director, Community Services	$28,440	$25,000	$34,500	17
53.0	Administrator, Hospital Medical Center	$46,999	$42,960	$77,992	5
54.0	Director, Publications	$24,000	$20,228	$26,765	38
55.0	Director, Risk Management and Insurance	$22,740	$20,600	$26,160	10
56.0	Chief Planning and Budget Officer	$46,413	$42,425	$57,000	7
57.0	Chief Development and Public Relations Officer	$40,896	$34,050	$45,024	14
58.0	Director, Personnel and Affirmative Action	$32,820	$27,000	$39,400	21
59.0	Director, Admissions and Financial Aid	$35,700	$31,460	$41,300	14
60.0	Director, Housing and Food Services	$34,000	$31,300	$36,000	9
61.0	Director, Development and Alumni Affairs	$35,300	$28,000	$38,720	11
62.0	Dean, Architecture	$46,500	$42,370	$55,636	6
63.0	Dean, Agriculture	$42,000	$37,532	$50,045	11
64.0	Dean, Arts and Letters	$41,640	$37,500	$46,420	13
65.0	Dean, Arts and Sciences	$46,500	$42,400	$49,600	61
66.0	Dean, Business	$46,003	$42,500	$51,681	82
67.0	Dean, Communications	$35,833	$34,500	$41,000	9
68.0	Dean, Continuing Education	$37,700	$32,200	$42,500	57
69.0	Dean, Dentistry	$62,800	$60,000	$70,000	7
70.0	Dean, Education	$41,988	$39,364	$46,444	72
71.0	Dean, Engineering	$50,800	$43,819	$58,000	39
74.0	Dean, Fine Arts	$42,000	$39,200	$48,442	26
75.0	Dean, Graduate Programs	$43,305	$39,261	$48,226	72
76.0	Dean, Health Related Professions	$38,503	$34,310	$41,246	15
77.0	Dean, Home Economics	$27,913	$27,024	$38,511	8
78.0	Dean, Humanities	$45,840	$36,610	$51,500	13
80.0	Dean, Law	$61,500	$56,000	$63,200	32
81.0	Dean, Library and Information Sciences	$36,300	$35,600	$39,000	10
82.0	Dean, Mathematics	$36,000	$35,445	$43,052	5
83.0	Dean, Medicine	$79,083	$74,000	$102,500	12
84.0	Dean, Music	$37,991	$35,500	$40,020	13
85.0	Dean, Nursing	$39,600	$35,500	$45,539	38
86.0	Dean, Occupation Studies/Vocational Education/Technology	$37,459	$34,463	$41,965	16
87.0	Dean, Pharmacy	$50,000	$42,132	$52,000	9
89.0	Dean, Sciences	$41,820	$37,500	$48,228	24
90.0	Dean, Social Sciences	$36,150	$31,000	$44,000	11
91.0	Dean, Social Work	$38,520	$31,650	$45,000	12
92.0	Dean, Special Programs	$28,724	$25,602	$33,945	9
93.0	Dean, Undergraduate Programs	$45,539	$34,000	$47,900	9

Table 13
UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 92.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$64,000	$67,431	12
2.0	Chief Executive Officer, Single Institution	$65,155	$61,200	$74,000	77
3.0	Executive Vice President	$57,500	$54,144	$70,400	22
4.0	Chief Academic Officer	$57,200	$52,728	$63,500	80
5.0	Chief Business Officer	$52,700	$48,800	$57,982	82
6.0	Chief Student Affairs Officer	$48,936	$43,255	$52,728	89
7.0	Chief Development Officer	$42,386	$37,476	$50,901	58
8.0	Chief Public Relations Officer	$40,500	$35,489	$48,000	60
9.0	Chief Planning Officer	$48,000	$38,082	[illegible]	29
10.0	Director, Personnel/Human Resources	$35,935	$32,163	[illegible]	83
11.0	Chief Health Professions Officer	$72,345	$59,500	$85,200	16
12.0	Chief Budgeting Officer	$36,250	$32,968	$42,600	58
13.0	Director, Legal Services	$42,600	$37,116	$50,000	40
14.0	Registrar	$32,800	$29,042	$37,700	84
15.0	Director, Church Relations	$30,750	$30,000	$35,000	5
16.0	Director, Learning Resources Center	$32,900	$29,500	$39,996	26
17.0	Director, Library Services	$44,000	$38,700	$48,072	82
18.0	Director, Computer Services	$40,810	$35,304	$46,400	76
19.0	Director, Educational Media Services	$32,088	$25,815	$37,275	40
20.0	Director, Institutional Research	$33,690	$28,785	$38,500	61
21.0	Director, Special and Deferred Gifts	$28,275	$25,278	$31,297	26
22.0	Administrator, Grants and Contracts	$34,500	$29,845	$41,500	78
23.0	Director, Affirmative Action/Equal Employment	$31,121	$27,315	$38,000	69
24.0	Director, Employee Training	$22,752	$19,700	$27,100	25
25.0	Comptroller	$39,750	$35,875	$46,000	71
26.0	Director, Internal Audit	$30,064	$27,760	$35,000	64
27.0	Bursar	$27,700	$23,352	$31,440	46
28.0	Director, Food Services	$32,112	$27,000	$34,942	44
29.0	Director, Physical Plant	$38,808	$35,000	$41,448	91
30.0	Director, Purchasing	$30,000	$26,000	$33,000	86
31.0	Director, Bookstore	$27,500	$24,610	$31,400	72
32.0	Director, Campus Security	$29,424	$25,730	$34,650	85
33.0	Director, Information Systems	$37,660	$33,933	$43,200	43
34.0	Director, News Bureau	$26,279	$23,200	$28,875	37
35.0	Director, Auxiliary Services	$36,267	$33,000	$40,000	50
36.0	Director, Admissions	$33,390	$29,756	$37,736	85
37.0	Director, Foreign Students	$23,073	$19,913	$24,840	32
38.0	Director, International Studies Education	$35,600	$29,000	$46,765	26
39.0	Director, Student Financial Aid	$30,000	$27,650	$32,732	89
40.0	Director, Student Placement	$28,100	$26,000	$32,796	85
41.0	Director, Student Counseling	$32,897	$30,079	$36,890	80
42.0	Director, Student Union	$28,200	$24,726	$32,472	74
43.0	Director, Student Health Services (Physician Administrator)	$50,512	$45,175	$58,000	73
44.0	Director, Student Health Services (Nurse Administrator)	$22,668	$21,468	$27,250	20
45.0	Director, Student Housing	$30,020	$25,772	$34,700	68
46.0	Director, Athletics	$45,000	$39,167	$51,900	68
47.0	Director, Athletics/Men	$34,300	$30,200	$39,396	14
48.0	Director, Athletics/Women	$31,100	$27,427	$33,170	24
49.0	Director, Campus Recreation/Intramurals	$26,520	$21,318	$30,000	54
50.0	Director, Alumni Affairs	$30,302	$25,628	$35,376	70
51.0	Director, Information Office	$30,178	$26,000	$36,960	47
52.0	Director, Community Services	$28,971	$23,760	$36,240	21
53.0	Administrator, Hospital Medical Center	$54,400	$32,140	$66,500	16
54.0	Director, Publications	$27,185	$25,000	$30,756	36
55.0	Director, Risk Management and Insurance	$30,218	$23,220	$34,000	20
56.0	Chief Planning and Budget Officer	$46,000	$40,000	$51,500	15
57.0	Chief Development and Public Relations Officer	$49,000	$42,500	$62,720	19
58.0	Director, Personnel and Affirmative Action	$36,000	$31,620	$37,289	6
59.0	Director, Admissions and Financial Aid	$45,100	$36,144	$50,000	8
60.0	Director, Housing and Food Services	$35,72[illegible]	$32,046	$39,809	10
61.0	Director, Development and Alumni Affairs	$35,448	$33,664	$39,959	15
62.0	Dean, Architecture	$49,121	$45,500	$56,000	22
63.0	Dean, Agriculture	$50,000	$48,072	$59,040	20
64.0	Dean, Arts and Letters	$49,525	$47,500	$50,000	9
65.0	Dean, Arts and Sciences	$52,200	$47,500	$59,500	69
66.0	Dean, Business	$52,677	$47,500	$57,324	81
67.0	Dean, Communications	$45,000	$42,500	$60,000	10
68.0	Dean, Continuing Education	$44,000	$38,000	$48,400	60
69.0	Dean, Dentistry	$66,769	$64,000	$69,000	13
70.0	Dean, Education	$49,800	$47,200	$53,900	72
71.0	Dean, Engineering	$56,700	$50,750	$60,500	51
73.0	Dean, Extension	$42,300	$36,720	$48,000	20
74.0	Dean, Fine Arts	$47,650	$44,200	$51,650	26
75.0	Dean, Graduate Programs	$47,784	$43,000	$53,040	79
76.0	Dean, Health Related Professions	$48,596	$46,500	$52,500	22
77.0	Dean, Home Economics	$45,320	$41,000	$50,920	19
78.0	Dean, Humanities	$48,072	$41,508	$48,760	9
80.0	Dean, Law	$64,464	$58,764	$73,000	34
81.0	Dean, Library and Information Sciences	[illegible]	$38,700	$45,320	16
83.0	Dean, Medicine	$81,000	$73,000	$91,800	25
84.0	Dean, Music	$47,100	$42,480	$48,600	16
85.0	Dean, Nursing	$47,500	$45,375	$54,000	41
86.0	Dean, Occupation Studies/Vocational Education/Technology	$44,576	$39,700	$49,728	12
87.0	Dean, Pharmacy	$51,180	$48,500	$59,000	14
89.0	Dean, Sciences	$49,728	$45,570	$54,400	17
90.0	Dean, Social Sciences	$50,290	$38,150	$53,800	8
91.0	Dean, Social Work	$49,500	$46,062	$52,900	24
93.0	Dean, Undergraduate Programs	$42,800	$39,264	$49,337	17
94.0	Dean, Veterinary Medicine	$60,000	$54,780	$65,320	10

Table 14
UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 20,000 or more. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 56.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$75,500	$66,725	$84,400	31
2.0	Chief Executive Officer, Single Institution	$73,000	$62,000	$82,500	28
3.0	Executive Vice President	$67,000	$59,200	$74,500	15
4.0	Chief Academic Officer	$63,123	$58,980	$72,000	47
5.0	Chief Business Officer	$59,000	$52,630	$66,566	48
6.0	Chief Student Affairs Officer	$52,800	$49,000	$56,500	38
7.0	Chief Development Officer	$51,500	$46,200	$62,000	18
8.0	Chief Public Relations Officer	$42,000	$36,650	$53,000	33
9.0	Chief Planning Officer	$44,400	$39,252	$51,895	14
10.0	Director, Personnel/Human Resources	$41,200	$36,800	$47,500	40
11.0	Chief Health Professions Officer	$67,464	$58,673	$98,500	15
12.0	Chief Budgeting Officer	$45,200	$36,600	$50,400	37
13.0	Director, Legal Services	$50,846	$40,660	$59,900	34
14.0	Registrar	$38,887	$34,551	$41,496	31
16.0	Director, Learning Resources Center	$41,500	$35,304	$47,120	14
17.0	Director, Library Services	$50,412	$46,709	$53,250	36
18.0	Director, Computer Services	$46,600	$42,000	$53,226	38
19.0	Director, Educational Media Services	$36,525	$31,323	$40,260	17
20.0	Director, Institutional Research	$39,250	$34,186	$44,000	37
21.0	Director, Special and Deferred Gifts	$34,560	$31,650	$45,400	16
22.0	Administrator, Grants and Contracts	$42,465	$36,796	$48,200	38
23.0	Director, Affirmative Action/Equal Employment	$36,800	$31,482	$40,547	[illegible]3
24.0	Director, Employee Training	$27,500	$23,820	$30,420	[illegible]5
25.0	Comptroller	$47,000	$41,244	$49,950	[illegible]1
26.0	Director, Internal Audit	$35,813	$31,860	$42,500	[illegible]1
27.0	Bursar	$31,707	$26,700	$37,000	24
28.0	Director, Food Services	$36,612	$32,190	$39,863	19
29.0	Director, Physical Plant	$44,309	$40,284	$50,500	41
30.0	Director, Purchasing	$35,868	$33,033	$40,943	37
31.0	Director, Bookstore	$30,695	$27,724	$33,400	28
32.0	Director, Campus Security	$35,208	$31,344	$40,000	36
33.0	Director, Information Systems	$44,500	$38,492	$46,700	28
34.0	Director, News Bureau	$35,300	$29,584	$41,800	18
35.0	Director, Auxiliary Services	$44,412	$38,084	$46,836	13
36.0	Director, Admissions	$36,600	$30,123	$39,635	32
37.0	Director, Foreign Students	$31,710	$26,736	$35,350	25
38.0	Director, International Studies Education	$36,118	$30,192	$47,000	21
39.0	Director, Student Financial Aid	$35,400	$31,966	$39,240	38
40.0	Director, Student Placement	$32,565	$28,500	$36,703	34
41.0	Director, Student Counseling	$38,100	$32,505	$42,500	35
42.0	Director, Student Union	$33,802	$32,000	$40,710	34
43.0	Director, Student Health Services (Physician Administrator)	$57,650	$51,451	$62,000	29
44.0	Director, Student Health Services (Nurse Administrator)	$23,000	$22,445	$24,600	8
45.0	Director, Student Housing	$37,465	$31,575	$40,000	29
46.0	Director, Athletics	$52,400	$46,224	$59,300	26
47.0	Director, Athletics/Men	$50,253	$36,703	$53,300	12
48.0	Director, Athletics/Women	$31,600	$27,843	$37,994	19
49.0	Director, Campus Recreation/Intramurals	$32,016	$26,433	$38,328	29
50.0	Director, Alumni Affairs	$36,000	$28,041	$42,000	23
51.0	Director, Information Office	$34,000	$30,100	$42,000	26
52.0	Director, Community Services	$33,675	$27,089	$43,300	11
53.0	Administrator, Hospital Medical Center	$62,712	$52,000	$75,210	10
54.0	Director, Publications	$32,500	$26,796	$36,024	25
55.0	Director, Risk Management and Insurance	$33,900	$30,500	$35,365	18
56.0	Chief Planning and Budget Officer	$55,057	$43,020	$62,000	16
57.0	Chief Development and Public Relations Officer	$56,100	$51,288	$62,400	9
58.0	Director, Personnel and Affirmative Action	$42,510	$32,400	$47,600	5
59.0	Director, Admissions and Financial Aid	$52,000	$40,500	$52,141	5
60.0	Director, Housing and Food Services	$42,500	$37,380	$48,000	10
62.0	Dean, Architecture	$52,154	$46,000	$54,300	17
63.0	Dean, Agriculture	$59,000	$51,895	$63,100	22
64.0	Dean, Arts and Letters	$56,050	$48,072	$66,000	7
65.0	Dean, Arts and Sciences	$58,200	$53,000	$63,000	22
66.0	Dean, Business	$60,000	$52,630	$63,000	36
67.0	Dean, Communications	$49,250	$46,728	$55,000	14
68.0	Dean, Continuing Education	$48,500	$44,000	$52,000	26
69.0	Dean, Dentistry	$66,780	$59,200	$68,000	8
70.0	Dean, Education	$53,650	$50,000	$57,000	33
71.0	Dean, Engineering	$60,000	$55,050	$65,000	34
73.0	Dean, Extension	$57,200	$47,295	$61,700	9
74.0	Dean, Fine Arts	$54,600	$49,800	$55,700	12
75.0	Dean, Graduate Programs	$55,000	$49,800	$63,370	32
76.0	Dean, Health Related Professions	$49,806	$47,550	$58,365	9
77.0	Dean, Home Economics	$55,000	$49,727	$57,200	13
78.0	Dean, Humanities	$61,975	$53,200	$65,000	5
80.0	Dean, Law	$65,600	$59,500	$74,000	27
81.0	Dean, Library and Information Sciences	$46,119	$41,275	$52,700	14
83.0	Dean, Medicine	$81,303	$69,700	$97,000	15
84.0	Dean, Music	$50,900	$50,000	$53,750	9
85.0	Dean, Nursing	$51,876	$45,600	$55,000	17
86.0	Dean, Occupation Studies/Vocational Education/Technology	$49,920	$43,467	$52,100	7
87.0	Dean, Pharmacy	$56,504	$53,004	$60,828	18
89.0	Dean, Sciences	$59,427	$48,072	$67,000	11
90.0	Dean, Social Sciences	$58,000	$43,600	$62,073	7
91.0	Dean, Social Work	$49,000	$46,600	$52,000	18
94.0	Dean, Veterinary Medicine	$60,000	$59,200	$65,525	11

Table 15
PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 4,999 or less.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 54.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,000	$51,900	$64,560	50
3.0	Executive Vice President	$47,000	$42,881	$55,350	14
4.0	Chief Academic Officer	$45,240	$41,004	$52,380	49
5.0	Chief Business Officer	$42,470	$37,125	$50,224	50
6.0	Chief Student Affairs Officer	$38,500	$33,000	$42,500	51
7.0	Chief Development Officer	$33,621	$31,250	$36,300	19
8.0	Chief Public Relations Officer	$31,000	$24,871	$35,200	27
9.0	Chief Planning Officer	$33,992	$29,100	$41,556	13
10.0	Director, Personnel/Human Resources	$25,590	$21,000	$30,911	33
11.0	Chief Health Professions Officer	$76,000	$32,000	$82,000	5
12.0	Chief Budgeting Officer	$29,000	$23,796	$33,580	20
13.0	Director, Legal Services	$28,884	$24,588	$38,880	11
14.0	Registrar	$27,143	$24,011	$31,783	49
16.0	Director, Learning Resources Center	$31,360	$24,300	$40,629	17
17.0	Director, Library Services	$31,500	$27,500	$37,464	49
18.0	Director, Computer Services	$30,504	$25,600	$35,340	45
19.0	Director, Educational Media Services	$23,040	$17,400	$30,104	24
20.0	Director, Institutional Research	$29,156	$25,000	$36,358	27
22.0	Administrator, Grants and Contracts	$32,500	$26,873	$38,816	12
23.0	Director, Affirmative Action/Equal Employment	$27,521	$22,743	$32,400	24
24.0	Director, Employee Training	$25,590	$25,236	$32,556	5
25.0	Comptroller	$30,800	$25,000	$34,032	34
26.0	Director, Internal Audit	$24,764	$21,460	$27,566	13
27.0	Bursar	$24,594	$21,050	$25,000	9
28.0	Director, Food Services	$26,000	$23,000	$30,420	9
29.0	Director, Physical Plant	$29,500	$25,000	$35,250	53
30.0	Director, Purchasing	$22,380	$19,119	$26,456	41
31.0	Director, Bookstore	$18,750	$16,960	$22,447	35
32.0	Director, Campus Security	$21,182	$18,000	$25,163	41
33.0	Director, Information Systems	$27,600	$21,806	$30,780	14
34.0	Director, News Bureau	$22,000	$18,858	$25,351	14
35.0	Director, Auxiliary Services	$25,730	$22,250	$31,935	14
36.0	Director, Admissions	$25,415	$22,059	$29,000	38
37.0	Director, Foreign Students	$24,000	$18,000	$27,000	11
39.0	Director, Student Financial Aid	$24,000	$20,400	$27,528	51
40.0	Director, Student Placement	$22,489	$19,950	$27,350	38
41.0	Director, Student Counseling	$26,402	$23,220	$29,456	33
42.0	Director, Student Union	$23,520	$17,657	$26,334	26
43.0	Director, Student Health Services (Physician Administrator)	$38,000	$32,000	$53,000	13
44.0	Director, Student Health Services (Nurse Administrator)	$17,512	$16,320	$21,850	18
45.0	Director, Student Housing	$21,000	$17,200	$27,204	30
46.0	Director, Athletics	$29,700	$26,880	$35,030	34
48.0	Director, Athletics/Women	$21,865	$20,437	$24,032	6
49.0	Director, Campus Recreation/Intramurals	$18,840	$18,480	$29,648	10
50.0	Director, Alumni Affairs	$22,360	$20,000	$24,000	25
51.0	Director, Information Office	$23,409	$20,424	$28,000	16
52.0	Director, Community Services	$31,500	$25,333	$34,588	9
54.0	Director, Publications	$18,903	$18,000	$26,000	11
56.0	Chief Planning and Budget Officer	$42,400	$35,195	$49,300	7
57.0	Chief Development and Public Relations Officer	$33,800	$31,700	$39,000	7
58.0	Director, Personnel and Affirmative Action	$25,030	$23,185	$30,000	15
59.0	Director, Admissions and Financial Aid	$32,500	$31,253	$33,400	5
61.0	Director, Development and Alumni Affairs	$30,780	$22,810	$36,676	10
63.0	Dean, Agriculture	$37,406	$30,100	$40,000	8
64.0	Dean, Arts and Letters	$39,990	$35,000	$44,317	7
65.0	Dean, Arts and Sciences	$39,188	$35,800	$44,450	24
66.0	Dean, Business	$40,635	$37,100	$47,600	40
67.0	Dean, Communications	$39,404	$36,850	$40,000	5
68.0	Dean, Continuing Education	$33,825	$30,060	$39,380	20
69.0	Dean, Dentistry	$70,351	$64,719	$73,500	5
70.0	Dean, Education	$41,001	$36,048	$45,656	36
71.0	Dean, Engineering	$40,580	$33,036	$42,465	9
[illegible].0	Dean, Extension	$36,728	$33,855	$37,000	5
74.0	Dean, Fine Arts	$37,500	$30,467	$40,796	13
75.0	Dean, Graduate Programs	$39,000	$36,300	$46,710	26
76.0	Dean, Health Related Professions	$42,050	$36,471	$42,344	7
78.0	Dean, Humanities	$37,500	$35,339	$45,840	10
82.0	Dean, Mathematics	$34,011	$31,815	$38,691	8
84.0	Dean, Music	$33,080	$30,967	$38,400	6
85.0	Dean, Nursing	$36,700	$31,065	$52,500	16
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,740	$34,011	$45,223	5
87.0	Dean, Pharmacy	$55,566	$50,604	$58,850	5
89.0	Dean, Sciences	$38,100	$34,464	$44,317	15
90.0	Dean, Social Sciences	$34,020	$31,173	$40,549	7

Table 16
PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 62.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$62,700	$51,384	$64,955	5
2.0	Chief Executive Officer, Single Institution	$57,000	$53,712	$64,026	58
3.0	Executive Vice President	$47,641	$44,000	$50,520	22
4.0	Chief Academic Officer	$50,000	$45,175	$53,118	58
5.0	Chief Business Officer	$45,088	$41,850	$51,377	60
6.0	Chief Student Affairs Officer	$40,000	$37,088	$43,800	61
7.0	Chief Development Officer	$38,050	$33,725	$41,553	40
8.0	Chief Public Relations Officer	$33,854	$28,800	$40,420	33
9.0	Chief Planning Officer	$40,000	$34,549	$45,024	20
10.0	Director, Personnel/Human Resources	$28,400	$24,454	$33,720	46
12.0	Chief Budgeting Officer	$33,200	$28,944	$40,000	35
13.0	Director, Legal Services	$35,737	$30,482	$42,120	12
14.0	Registrar	$30,000	$27,000	$33,350	55
16.0	Director, Learning Resources Center	$33,123	$30,600	$37,000	15
17.0	Director, Library Services	$36,816	$33,516	$42,000	54
18.0	Director, Computer Services	$35,088	$31,153	$37,559	51
19.0	Director, Educational Media Services	$26,601	$23,469	$33,252	30
20.0	Director, Institutional Research	$32,755	$25,958	$38,295	38
22.0	Administrator, Grants and Contracts	$30,323	$25,590	$35,160	38
23.0	Director, Affirmative Action/Equal Employment	$27,800	$23,026	$32,200	33
25.0	Comptroller	$32,000	$29,500	$37,000	47
26.0	Director, Internal Audit	$25,296	$21,420	$29,977	38
27.0	Bursar	$20,618	$18,150	$27,792	25
28.0	Director, Food Services	$26,520	$25,008	$28,196	24
29.0	Director, Physical Plant	$33,500	$28,452	$36,744	60
30.0	Director, Purchasing	$25,459	$20,859	$28,044	57
31.0	Director, Bookstore	$23,915	$20,688	$27,574	44
32.0	Director, Campus Security	$22,511	$19,040	$27,000	53
33.0	Director, Information Systems	$32,944	$26,200	$38,500	14
34.0	Director, News Bureau	$23,019	$20,412	$28,500	22
35.0	Director, Auxiliary Services	$29,796	$25,000	$37,400	31
36.0	Director, Admissions	$28,500	$25,680	$32,676	54
37.0	Director, Foreign Students	$22,103	$17,976	$28,063	15
38.0	Director, International Studies Education	$28,479	$21,800	$29,443	8
39.0	Director, Student Financial Aid	$26,500	$24,263	$29,820	61
40.0	Director, Student Placement	$26,544	$22,580	$29,639	52
41.0	Director, Student Counseling	$28,740	$25,161	$34,253	55
42.0	Director, Student Union	$25,500	$20,964	$29,433	48
43.0	Director, Student Health Services (Physician Administrator)	$48,000	$36,520	$51,056	28
44.0	Director, Student Health Services (Nurse Administrator)	$18,726	$16,716	$22,349	22
45.0	Director, Student Housing	$24,636	$22,080	$27,576	49
46.0	Director, Athletics	$34,592	$32,360	$38,002	56
47.0	Director, Athletics/Men	$37,300	$31,399	$40,701	6
48.0	Director, Athletics/Women	$25,317	$21,064	$32,940	16
49.0	Director, Campus Recreation/Intramurals	$21,333	$20,264	$24,528	26
50.0	Director, Alumni Affairs	$24,530	$21,578	$27,922	45
51.0	Director, Information Office	$26,100	$23,856	$30,688	22
52.0	Director, Community Services	$31,640	$25,000	$34,500	9
54.0	Director, Publications	$23,590	$18,095	$26,220	21
57.0	Chief Development and Public Relations Officer	$35,076	$30,000	$40,896	7
58.0	Director, Personnel and Affirmative Action	$32,700	$24,369	$38,500	11
61.0	Director, Development and Alumni Affairs	$32,759	$21,810	$37,380	7
63.0	Dean, Agriculture	$42,000	$37,532	$50,045	11
64.0	Dean, Arts and Letters	$41,640	$37,500	$48,000	11
65.0	Dean, Arts and Sciences	$44,472	$41,136	$48,900	38
66.0	Dean, Business	$44,000	$41,520	$48,048	57
67.0	Dean, Communications	$39,600	$34,500	$42,000	5
68.0	Dean, Continuing Education	$36,600	$32,200	$40,100	37
70.0	Dean, Education	$41,988	$39,270	$46,340	55
71.0	Dean, Engineering	$47,500	$40,940	$51,408	22
74.0	Dean, Fine Arts	$42,000	$33,500	$46,400	19
75.0	Dean, Graduate Programs	$42,830	$38,980	$47,300	48
76.0	Dean, Health Related Professions	$38,503	$37,500	$40,260	12
77.0	Dean, Home Economics	$37,500	$27,024	$44,034	7
78.0	Dean, Humanities	$45,017	$36,610	$50,360	10
80.0	Dean, Law	$54,000	$48,410	$60,345	10
81.0	Dean, Library and Information Sciences	$36,452	$35,600	$39,000	7
83.0	Dean, Medicine	$75,000	$74,000	$85,000	5
85.0	Dean, Nursing	$38,206	$34,833	$42,500	25
86.0	Dean, Occupation Studies/Vocational Education/Technology	$37,459	$34,463	$41,965	16
87.0	Dean, Pharmacy	$42,132	$37,550	$49,000	5
89.0	Dean, Sciences	$41,820	$37,740	$48,228	22
90.0	Dean, Social Sciences	$36,150	$33,500	$39,155	8
91.0	Dean, Social Work	$38,520	$31,650	$45,000	8
92.0	Dean, Special Programs	$26,458	$25,602	$39,330	6

Table 17
PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 74.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,000	$64,000	$67,431	11
2.0	Chief Executive Officer, Single Institution	$64,560	$60,000	$71,855	63
3.0	Executive Vice President	$57,000	$54,621	$63,938	14
4.0	Chief Academic Officer	$55,500	$52,500	$61,000	69
5.0	Chief Business Officer	$52,224	$48,072	$56,410	71
6.0	Chief Student Affairs Officer	$47,500	$43,255	$52,440	74
7.0	Chief Development Officer	$42,039	$37,100	$48,400	46
8.0	Chief Public Relations Officer	$40,000	$34,565	$45,600	46
9.0	Chief Planning Officer	$47,170	$37,407	$51,000	26
10.0	Director, Personnel/Human Resources	$34,450	$31,216	$39,000	67
11.0	Chief Health Professions Officer	$68,853	$59,500	$79,000	11
12.0	Chief Budgeting Officer	$36,135	$32,624	$41,371	48
13.0	Director, Legal Services	$41,500	$36,380	$46,200	34
14.0	Registrar	$31,788	$28,500	$35,500	67
16.0	Director, Learning Resources Center	$32,900	$28,980	$39,520	24
17.0	Director, Library Services	$43,818	$38,652	$47,448	66
18.0	Director, Computer Services	$40,565	$35,220	$45,027	60
19.0	Director, Educational Media Services	$32,088	$26,484	$37,275	36
20.0	Director, Institutional Research	$32,500	$28,785	$38,250	53
21.0	Director, Special and Deferred Gifts	$28,275	$25,278	$30,228	20
22.0	Administrator, Grants and Contracts	$34,406	$29,845	$41,000	65
23.0	Director, Affirmative Action/Equal Employment	$28,892	$26,353	$33,283	55
24.0	Director, Employee Training	$22,000	$18,780	$24,972	20
25.0	Comptroller	$38,954	$35,220	$41,721	55
26.0	Director, Internal Audit	$29,200	$26,500	$32,398	49
27.0	Bursar	$27,700	$23,352	$30,600	37
28.0	Director, Food Services	$31,870	$27,000	$33,920	38
29.0	Director, Physical Plant	$38,376	$34,512	$40,500	73
30.0	Director, Purchasing	$29,845	$25,872	$32,624	70
31.0	Director, Bookstore	$27,500	$24,610	$30,520	59
32.0	Director, Campus Security	$28,601	$25,490	$33,276	70
33.0	Director, Information Systems	$37,050	$32,506	$40,919	34
34.0	Director, News Bureau	$26,279	$20,723	$28,875	31
35.0	Director, Auxiliary Services	$36,000	$31,620	$39,000	44
36.0	Director, Admissions	$32,916	$29,400	$36,720	69
37.0	Director, Foreign Students	$22,439	$19,602	$24,840	25
38.0	Director, International Studies Education	$35,600	$27,560	$43,867	24
39.0	Director, Student Financial Aid	$29,500	$27,325	$32,203	72
40.0	Director, Student Placement	$28,100	$25,692	$32,568	69
41.0	Director, Student Counseling	$32,640	$30,070	$36,325	68
42.0	Director, Student Union	$28,200	$25,000	$32,200	63
43.0	Director, Student Health Services (Physician Administrator)	$49,186	$45,108	$55,210	61
44.0	Director, Student Health Services (Nurse Administrator)	$22,668	$21,468	$27,250	16
45.0	Director, Student Housing	$29,699	$24,972	$33,356	59
46.0	Director, Athletics	$43,500	$39,167	$50,000	54
47.0	Director, Athletics/Men	$34,300	$30,200	$38,810	12
48.0	Director, Athletics/Women	$31,100	$27,427	$32,485	20
49.0	Director, Campus Recreation/Intramurals	$26,520	$21,985	$29,568	45
50.0	Director, Alumni Affairs	$29,316	$25,274	$33,400	58
51.0	Director, Information Office	$29,566	$26,000	$33,600	39
52.0	Director, Community Services	$25,980	$23,575	$36,240	19
53.0	Administrator, Hospital Medical Center	$36,821	$27,948	$62,402	12
54.0	Director, Publications	$27,000	$24,486	$30,756	32
55.0	Director, Risk Management and Insurance	$28,548	$23,650	$31,497	13
56.0	Chief Planning and Budget Officer	$44,000	$40,000	$47,460	11
57.0	Chief Development and Public Relations Officer	$47,460	$38,600	$50,000	16
58.0	Director, Personnel and Affirmative Action	$36,000	$31,620	$37,289	6
60.0	Director, Housing and Food Services	$33,780	$31,954	$37,300	8
61.0	Director, Development and Alumni Affairs	$34,400	$33,000	$38,000	12
62.0	Dean, Architecture	$48,072	$44,842	$53,500	18
63.0	Dean, Agriculture	$50,000	$48,072	$59,040	19
64.0	Dean, Arts and Letters	$47,500	$40,797	$50,000	8
65.0	Dean, Arts and Sciences	$50,820	$47,000	$56,700	54
66.0	Dean, Business	$50,195	$46,632	$54,936	64
67.0	Dean, Communications	$44,420	$40,500	$49,140	7
68.0	Dean, Continuing Education	$43,560	$38,200	$48,000	49
69.0	Dean, Dentistry	$66,000	$56,287	$66,996	7
70.0	Dean, Education	$49,415	$46,970	$52,932	62
71.0	Dean, Engineering	$54,780	$50,000	$57,523	41
73.0	Dean, Extension	$42,120	$36,720	$48,000	18
74.0	Dean, Fine Arts	$46,960	$43,600	$50,000	22
75.0	Dean, Graduate Programs	$47,000	$42,877	$52,675	67
76.0	Dean, Health Related Professions	$48,596	$46,500	$52,200	21
77.0	Dean, Home Economics	$43,600	$41,000	$49,500	17
78.0	Dean, Humanities	$48,072	$41,508	$48,760	9
80.0	Dean, Law	$60,000	$54,969	$65,000	20
81.0	Dean, Library and Information Sciences	$42,517	$38,700	$45,000	14
82.0	Dean, Mathematics	$45,348	$37,872	$46,550	5
83.0	Dean, Medicine	$75,000	$64,500	$82,850	16
84.0	Dean, Music	$45,869	$42,480	$48,500	13
85.0	Dean, Nursing	$46,702	$44,640	$52,300	34
86.0	Dean, Occupation Studies/Vocational Education/Technology	$44,576	$39,700	$49,728	12
87.0	Dean, Pharmacy	$51,180	$48,500	$53,500	13
89.0	Dean, Sciences	$48,500	$45,026	$54,400	16
90.0	Dean, Social Sciences	$50,290	$38,150	$53,800	7
91.0	Dean, Social Work	$48,000	$45,500	$50,700	18
93.0	Dean, Undergraduate Programs	$42,750	$39,264	$49,086	14
94.0	Dean, Veterinary Medicine	$57,845	$51,000	$62,000	8

Table 18
PUBLIC UNIVERSITITES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 20,000 or more.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 52.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$75,500	$66,725	$84,400	31
2.0	Chief Executive Officer, Single Institution	$68,315	$62,000	$81,700	25
3.0	Executive Vice President	$67,000	$59,200	$74,500	15
4.0	Chief Academic Officer	$62,000	$58,500	$69,400	44
5.0	Chief Business Officer	$58,600	$52,630	$65,418	45
6.0	Chief Student Affairs Officer	$52,800	$49,351	$56,160	34
7.0	Chief Development Officer	$51,500	$45,072	$58,001	15
8.0	Chief Public Relations Officer	$42,000	$36,260	$49,080	30
9.0	Chief Planning Officer	$44,400	$39,252	$51,895	13
10.0	Director, Personnel/Human Resources	$40,344	$36,796	$45,124	36
11.0	Chief Health Professions Officer	$63,900	$58,673	$70,000	13
12.0	Chief Budgeting Officer	$45,200	$36,000	$50,400	35
13.0	Director, Legal Services	$48,700	$38,920	$55,800	32
14.0	Registrar	$38,891	$35,700	$42,288	27
16.0	Director, Learning Resources Center	$41,600	$35,304	$47,120	13
17.0	Director, Library Services	$50,500	$47,124	$53,250	32
18.0	Director, Computer Services	$47,250	$42,000	$53,226	36
19.0	Director, Educational Media Services	$36,525	$31,323	$40,260	16
20.0	Director, Institutional Research	$38,500	$33,733	$42,775	33
21.0	Director, Special and Deferred Gifts	$33,689	$31,650	$45,400	14
22.0	Administrator, Grants and Contracts	$40,860	$36,000	$48,200	34
23.0	Director, Affirmative Action/Equal Employment	$36,796	$31,482	$40,500	40
24.0	Director, Employee Training	$27,500	$24,250	$30,420	14
25.0	Comptroller	$47,000	$41,244	$49,950	38
26.0	Director, Internal Audit	$35,684	$31,800	$42,500	38
27.0	Bursar	$30,387	$26,700	$35,100	21
28.0	Director, Food Services	$36,612	$32,220	$39,863	18
29.0	Director, Physical Plant	$44,309	$40,284	$50,500	37
30.0	Director, Purchasing	$35,868	$32,559	$41,000	34
31.0	Director, Bookstore	$30,695	$27,724	$33,400	25
32.0	Director, Campus Security	$35,400	$31,454	$40,500	32
33.0	Director, Information Systems	$44,621	$38,492	$47,370	27
34.0	Director, News Bureau	$35,300	$29,584	$39,419	16
35.0	Director, Auxiliary Services	$44,412	[illegible]	$46,836	11
36.0	Director, Admissions	$36,600	$30,123	$39,635	29
37.0	Director, Foreign Students	$31,710	$27,200	$35,796	22
38.0	Director, International Studies Education	$36,540	$28,130	$48,000	19
39.0	Director, Student Financial Aid	$35,220	$31,966	$38,700	34
40.0	Director, Student Placement	$32,337	$28,500	$36,703	30
41.0	Director, Student Counseling	$38,534	$33,242	$42,525	31
42.0	Director, Student Union	$34,380	$32,440	$41,000	31
43.0	Director, Student Health Services (Physician Administrator)	$57,000	$51,451	$60,800	26
44.0	Director, Student Health Services (Nurse Administrator)	$23,000	$22,445	$24,600	8
45.0	Director, Student Housing	$38,710	$34,420	$40,665	25
46.0	Director, Athletics	$53,004	$46,224	$59,300	24
47.0	Director, Athletics/Men	$50,253	$36,703	$58,000	10
48.0	Director, Athletics/Women	$31,600	$28,200	$37,994	17
49.0	Director, Campus Recreation/Intramurals	$31,052	$26,433	$38,328	26
50.0	Director, Alumni Affairs	$36,000	$28,041	$40,000	20
51.0	Director, Information Office	$33,584	$30,100	$42,000	22
52.0	Director, Community Services	$36,972	$33,000	$43,300	8
53.0	Administrator, Hospital Medical Center	$62,712	$52,000	$71,000	9
54.0	Director, Publications	$32,388	$26,218	$34,460	22
55.0	Director, Risk Management and Insurance	$33,900	$30,500	$35,345	16
56.0	Chief Planning and Budget Officer	$55,057	$43,020	$64,000	15
57.0	Chief Development and Public Relations Officer	$56,100	$51,288	$62,400	9
58.0	Director, Personnel and Affirmative Action	$42,510	$32,400	$47,600	5
60.0	Director, Housing and Food Services	$42,500	$37,380	$48,000	10
62.0	Dean, Architecture	$52,154	$46,000	$54,300	16
63.0	Dean, Agriculture	$59,000	$51,895	$63,100	22
64.0	Dean, Arts and Letters	$51,068	$48,072	$56,200	6
65.0	Dean, Arts and Sciences	$58,500	$51,000	$63,100	19
66.0	Dean, Business	$59,650	$52,630	$62,850	32
67.0	Dean, Communications	$49,250	$46,728	$56,000	11
68.0	Dean, Continuing Education	$49,392	$44,646	$52,000	23
69.0	Dean, Dentistry	$67,464	$59,200	$74,513	5
70.0	Dean, Education	$53,650	$50,000	$57,189	30
71.0	Dean, Engineering	$60,000	$56,506	$65,000	30
73.0	Dean, Extension	$56,000	$46,400	$61,700	8
74.0	Dean, Fine Arts	$54,600	$49,800	$57,000	11
75.0	Dean, Graduate Programs	$56,975	$49,800	$64,265	31
76.0	Dean, Health Related Professions	$49,806	$47,550	$58,365	7
77.0	Dean, Home Economics	$55,000	$49,727	$57,200	13
78.0	Dean, Humanities	$61,975	$53,200	$65,000	5
80.0	Dean, Law	$65,000	$58,932	$70,980	23
81.0	Dean, Library and Information Sciences	$46,119	$41,275	$52,700	14
83.0	Dean, Medicine	$80,352	$69,700	$85,680	13
84.0	Dean, Music	$51,916	$47,100	$56,500	7
85.0	Dean, Nursing	$53,100	$45,600	$57,385	15
86.0	Dean, Occupation Studies/Vocational Education/Technology	$49,920	$43,467	$52,100	7
87.0	Dean, Pharmacy	$58,436	$51,625	$60,828	15
89.0	Dean, Sciences	$59,427	$48,072	$67,000	11
90.0	Dean, Social Sciences	$50,083	$43,600	$60,950	6
91.0	Dean, Social Work	$48,941	$46,560	$51,895	15
94.0	Dean, Veterinary Medicine	$60,000	$59,200	$65,525	11

Table 19
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 35.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,096	$49,300	$63,800	31
3.0	Executive Vice President	$40,752	$33,000	$41,500	5
4.0	Chief Academic Officer	$42,000	$29,764	$48,457	27
5.0	Chief Business Officer	$40,000	$33,659	$46,747	29
6.0	Chief Student Affairs Officer	$27,868	$25,725	$39,000	30
7.0	Chief Development Officer	$39,200	$36,500	$48,720	19
8.0	Chief Public Relations Officer	$21,702	$19,900	$28,380	20
9.0	Chief Planning Officer	$37,000	$25,208	$43,500	8
10.0	Director, Personnel/Human Resources	$25,500	$22,308	$29,325	11
12.0	Chief Budgeting Officer	$22,572	$21,264	$29,900	5
14.0	Registrar	$24,000	$19,030	$27,954	33
15.0	Director, Church Relations	$19,258	$14,000	$28,336	6
17.0	Director, Library Services	$25,056	$20,900	$31,150	33
18.0	Director, Computer Services	$26,400	$21,024	$30,000	28
19.0	Director, Educational Media Services	$20,064	$17,000	$20,760	13
20.0	Director, Institutional Research	$22,000	$16,932	$30,945	8
21.0	Director, Special and Deferred Gifts	$28,196	$22,308	$32,700	11
22.0	Administrator, Grants and Contracts	$19,565	$18,720	$23,450	7
23.0	Director, Affirmative Action/Equal Employment	$26,500	$25,970	$31,500	5
25.0	Comptroller	$28,141	$26,000	$30,800	30
28.0	Director, Food Services	$21,024	$16,500	$32,000	7
29.0	Director, Physical Plant	$26,150	$22,308	$30,759	31
30.0	Director, Purchasing	$19,000	$17,160	$20,700	17
31.0	Director, Bookstore	$15,000	$12,600	$19,228	24
32.0	Director, Campus Security	$18,312	$14,963	$21,500	19
33.0	Director, Information Systems	$26,486	$21,900	$27,000	5
34.0	Director, News Bureau	$16,376	$15,000	$19,952	12
35.0	Director, Auxiliary Services	$22,308	$20,000	$35,000	7
36.0	Director, Admissions	$26,162	$23,556	$31,360	30
39.0	Director, Student Financial Aid	$20,314	$16,662	$24,600	32
40.0	Director, Student Placement	$20,064	$17,400	$23,200	20
41.0	Director, Student Counseling	$19,828	$18,324	$23,088	21
42.0	Director, Student Union	$17,350	$15,774	$19,616	15
43.0	Director, Student Health Services (Physician Administrator)	$17,250	$12,499	$40,700	6
44.0	Director, Student Health Services (Nurse Administrator)	$15,502	$12,000	$17,504	19
45.0	Director, Student Housing	$16,175	$15,000	$18,510	22
46.0	Director, Athletics	$25,900	$24,358	$31,200	24
48.0	Director, Athletics/Women	$20,000	$18,545	$21,912	5
49.0	Director, Campus Recreation/Intramurals	$15,000	$11,742	$16,000	10
50.0	Director, Alumni Affairs	$21,000	$16,707	$24,960	25
51.0	Director, Information Office	$16,000	$15,000	$19,354	5
54.0	Director, Publications	$20,383	$16,000	$22,500	13
57.0	Chief Development and Public Relations Officer	$32,100	$31,150	$35,769	5
61.0	Director, Development and Alumni Affairs	$25,350	$22,470	$43,000	7
65.0	Dean, Arts and Sciences	$33,000	$27,000	$37,200	16
66.0	Dean, Business	$33,705	$29,000	$41,258	18
68.0	Dean, Continuing Education	$26,400	$19,596	$33,000	12
74.0	Dean, Fine Arts	$30,000	$22,640	$37,200	6
75.0	Dean, Graduate Programs	$32,182	$24,981	$38,362	11
80.0	Dean, Law	$42,000	$24,981	$54,000	8
84.0	Dean, Music	$26,425	$22,500	$34,000	5
85.0	Dean, Nursing	$32,800	$25,900	$36,500	7

Table 20
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$64,515	$57,500	$75,000	35
3.0	Executive Vice President	$43,000	$38,730	$53,000	10
4.0	Chief Academic Officer	$49,101	$42,700	$54,000	35
5.0	Chief Business Officer	$46,000	$41,000	$54,000	38
6.0	Chief Student Affairs Officer	$38,000	$33,600	$39,204	35
7.0	Chief Development Officer	$43,000	$38,425	$47,500	23
8.0	Chief Public Relations Officer	$27,012	$20,000	$33,000	19
9.0	Chief Planning Officer	$28,600	$23,408	$39,000	6
10.0	Director, Personnel/Human Resources	$26,000	$23,000	$34,583	24
12.0	Chief Budgeting Officer	$33,815	$31,150	$39,100	7
14.0	Registrar	$26,730	$23,000	$30,000	36
15.0	Director, Church Relations	$22,610	$18,150	$28,260	6
16.0	Director, Learning Resources Center	$18,250	$15,536	$26,532	6
17.0	Director, Library Services	$28,905	$25,900	$35,220	37
18.0	Director, Computer Services	$31,800	$28,000	$37,835	29
19.0	Director, Educational Media Services	$20,500	$17,700	$24,300	12
20.0	Director, Institutional Research	$23,400	$18,656	$34,000	10
21.0	Director, Special and Deferred Gifts	$28,248	$23,714	$32,500	22
22.0	Administrator, Grants and Contracts	$23,100	$19,150	$38,250	14
23.0	Director, Affirmative Action/Equal Employment	$23,168	$12,260	$26,618	8
25.0	Comptroller	$31,000	$29,000	$36,000	30
26.0	Director, Internal Audit	$18,327	$16,500	$29,700	6
27.0	Bursar	$19,910	$19,178	$27,600	10
28.0	Director, Food Services	$24,350	$21,991	$28,090	11
29.0	Director, Physical Plant	$29,000	$26,004	$33,872	36
30.0	Director, Purchasing	$20,800	$18,315	$24,000	28
31.0	Director, Bookstore	$19,000	$16,700	$21,134	22
32.0	Director, Campus Security	$20,779	$15,730	$25,000	35
34.0	Director, News Bureau	$16,500	$13,744	$20,890	10
35.0	Director, Auxiliary Services	$24,766	$18,725	$33,400	5
36.0	Director, Admissions	$27,120	$25,000	$31,000	31
37.0	Director, Foreign Students	$19,860	$18,836	$24,427	6
39.0	Director, Student Financial Aid	$25,000	$22,550	$27,500	34
40.0	Director, Student Placement	$20,055	$17,752	$23,710	32
41.0	Director, Student Counseling	$27,250	$23,800	$28,900	29
42.0	Director, Student Union	$19,360	$17,500	$25,925	21
43.0	Director, Student Health Services (Physician Administrator)	$30,000	$14,000	$40,000	10
44.0	Director, Student Health Services (Nurse Administrator)	$17,170	$13,800	$19,000	15
45.0	Director, Student Housing	$22,000	$18,200	$23,220	28
46.0	Director, Athletics	$30,300	$26,625	$35,856	31
49.0	Director, Campus Recreation/Intramurals	$20,240	$18,126	$22,827	9
50.0	Director, Alumni Affairs	$21,708	$20,000	$25,559	32
51.0	Director, Information Office	$25,232	$23,408	$30,500	13
54.0	Director, Publications	$18,000	$15,000	$22,350	10
57.0	Chief Development and Public Relations Officer	$41,040	$34,000	$43,800	13
58.0	Director, Personnel and Affirmative Action	$26,800	$23,561	$27,720	8
59.0	Director, Admissions and Financial Aid	$39,000	$31,291	$41,500	7
65.0	Dean, Arts and Sciences	$38,419	$33,660	$45,000	26
66.0	Dean, Business	$42,000	$38,600	$46,119	29
68.0	Dean, Continuing Education	$30,540	$26,740	$35,200	24
70.0	Dean, Education	$34,485	$31,125	$39,500	14
71.0	Dean, Engineering	$42,350	$40,000	$46,020	12
75.0	Dean, Graduate Programs	$35,500	$28,875	$40,275	18
78.0	Dean, Humanities	$30,554	$29,500	$40,500	6
80.0	Dean, Law	$55,000	$51,000	$63,500	12
84.0	Dean, Music	$35,000	$29,200	$38,469	8
85.0	Dean, Nursing	$37,740	$26,558	$39,760	8

T[illegible] 21
PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 59.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$82,000	$68,500	$100,000	46
3.0	Executive Vice President	$69,000	$55,500	$79,000	18
4.0	Chief Academic Officer	$62,640	$53,232	$77,000	42
5.0	Chief Business Officer	$60,000	$49,665	$67,651	42
6.0	Chief Student Affairs Officer	$44,000	$40,000	$55,000	51
7.0	Chief Development Officer	$55,000	$45,500	$66,000	41
8.0	Chief Public Relations Officer	$40,723	$33,500	$50,400	42
9.0	Chief Planning Officer	$51,000	$44,000	$60,000	16
10.0	Director, Personnel/Human Resources	$39,000	$31,300	$48,000	44
11.0	Chief Health Professions Officer	$86,000	$77,400	$110,000	15
12.0	Chief Budgeting Officer	$39,000	$32,368	$54,000	33
13.0	Director, Legal Services	$47,200	$41,472	$59,000	22
14.0	Registrar	$31,668	$27,500	$37,500	56
15.0	Director, Church Relations	$30,000	$20,000	$35,000	14
16.0	Director, Learning Resources Center	$22,300	$20,000	$37,500	12
17.0	Director, Library Services	$42,800	$36,000	$48,825	54
18.0	Director, Computer Services	$40,700	$36,000	$46,200	46
19.0	Director, Educational Media Services	$26,082	$21,400	$30,164	20
20.0	Director, Institutional Research	$35,000	$27,500	$43,000	29
21.0	Director, Special and Deferred Gifts	$33,000	$27,757	$38,100	26
22.0	Administrator, Grants and Contracts	$34,750	$27,000	$45,000	41
23.0	Director, Affirmative Action/Equal Employment	$31,997	$25,500	$40,000	36
24.0	Director, Employee Training	$23,800	$20,500	$30,000	12
25.0	Comptroller	$40,150	$35,262	$49,600	53
26.0	Director, Internal Audit	$32,450	$27,000	$36,842	37
27.0	Bursar	$29,500	$23,600	$36,000	31
28.0	Director, Food Services	$32,040	$26,400	$37,000	21
29.0	Director, Physical Plant	$40,150	$35,000	$45,235	57
30.0	Director, Purchasing	$30,000	$26,290	$33,500	50
31.0	Director, Bookstore	$28,008	$24,000	$33,000	39
32.0	Director, Campus Security	$27,400	$23,800	$34,650	55
33.0	Director, Information Systems	$40,020	$35,500	$46,800	31
34.0	Director, News Bureau	$24,400	$21,516	$30,170	25
35.0	Director, Auxiliary Services	$39,560	$30,600	$41,750	23
36.0	Director, Admissions	$36,660	$31,000	$42,000	47
37.0	Director, Foreign Students	$24,000	$20,500	$26,750	22
38.0	Director, International Studies Education	$32,750	$30,192	$37,640	8
39.0	Director, Student Financial Aid	$31,210	$26,000	$35,000	52
40.0	Director, Student Placement	$27,000	$22,730	$31,500	54
41.0	Director, Student Counseling	$29,200	$26,427	$33,455	41
42.0	Director, Student Union	$25,500	$20,500	$32,500	34
43.0	Director, Student Health Services (Physician Administrator)	$53,100	$44,500	$65,000	30
44.0	Director, Student Health Services (Nurse Administrator)	$19,105	$17,400	$22,995	18
45.0	Director, Student Housing	$26,185	$23,000	$31,500	42
46.0	Director, Athletics	$42,000	$34,350	$48,000	48
47.0	Director, Athletics/Men	$28,000	$19,300	$44,000	6
48.0	Director, Athletics/Women	$26,000	$25,000	$37,000	10
49.0	Director, Campus Recreation/Intramurals	$25,000	$19,040	$31,500	29
50.0	Director, Alumni Affairs	$32,300	$26,500	$40,656	43
51.0	Director, Information Office	$34,500	$25,000	$41,230	29
52.0	Director, Community Services	$27,800	$25,000	$33,000	13
53.0	Administrator, Hospital Medical Center	$75,000	$46,999	$80,000	8
54.0	Director, Publications	$26,796	$22,300	$33,000	24
55.0	Director, Risk Management and Insurance	$28,100	$22,000	$34,000	16
56.0	Chief Planning and Budget Officer	$57,000	$53,500	$64,900	8
57.0	Chief Development and Public Relations Officer	$56,350	$45,000	$65,000	10
58.0	Director, Personnel and Affirmative Action	$36,000	$27,000	$39,600	10
59.0	Director, Admissions and Financial Aid	$43,200	$35,700	$50,000	18
60.0	Director, Housing and Food Services	$36,000	$31,600	$46,700	7
61.0	Director, Development and Alumni Affairs	$36,000	$35,000	$72,000	7
62.0	Dean, Architecture	$55,636	$50,000	$58,200	8
65.0	Dean, Arts and Science	$52,800	$45,214	$62,200	41
66.0	Dean, Business	$58,000	$50,000	$63,000	46
67.0	Dean, Communications	$44,000	$35,833	$60,000	10
68.0	Dean, Continuing Education	$42,660	$37,000	$46,500	34
69.0	Dean, Dentistry	$68,000	$62,800	$72,000	15
70.0	Dean, Education	$48,048	$41,900	$55,400	30
71.0	Dean, Engineering	$59,500	$53,440	$72,500	31
73.0	Dean, Extension	$52,392	$42,300	$59,000	5
74.0	Dean, Fine Arts	$53,900	$46,500	$55,600	12
75.0	Dean, Graduate Programs	$50,100	$43,900	$55,200	37
76.0	Dean, Health Related Professions	$46,500	$34,310	$60,000	6
80.0	Dean, Law	$65,500	$61,500	$75,000	40
81.0	Dean, Library and Information Sciences	$44,500	$36,300	$49,060	5
83.0	Dean, Medicine	$97,000	$81,000	$117,000	18
84.0	Dean, Music	$47,100	$37,991	$53,200	14
85.0	Dean, Nursing	$46,870	$41,250	$50,025	22
87.0	Dean, Pharmacy	$53,900	$51,840	$58,300	8
90.0	Dean, Social Sciences	$44,000	$27,000	$62,130	5
91.0	Dean, Social Work	$51,250	$49,000	$54,200	13
93.0	Dean, Undergraduate Programs	$36,300	$31,400	$57,000	10

Table 22
ALL 4-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 482.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$52,830	$45,425	$60,000	10
2.0	Chief Executive Officer, Single Institution	$50,000	$41,200	$57,426	460
3.0	Executive Vice President	$39,000	$32,076	$44,538	92
4.0	Chief Academic Officer	$37,715	$31,000	$44,538	449
5.0	Chief Business Officer	$35,000	$29,185	$43,000	454
6.0	Chief Student Affairs Officer	$29,318	$23,716	$35,796	451
7.0	Chief Development Officer	$32,500	$27,000	$38,348	329
8.0	Chief Public Relations Officer	$22,000	$17,057	$26,912	255
9.0	Chief Planning Officer	$30,555	$24,600	$36,152	69
10.0	Director, Personnel/Human Resources	$23,650	$19,500	$29,000	160
11.0	Chief Health Professions Officer	$32,000	$15,000	$42,000	13
12.0	Chief Budgeting Officer	$28,900	$24,200	$33,500	87
13.0	Director, Legal Services	$30,729	$24,300	$41,000	18
14.0	Registrar	$22,320	$17,500	$27,000	447
15.0	Director, Church Relations	$18,667	$15,255	$24,000	79
16.0	Director, Learning Resources Center	$21,505	$17,730	$27,800	104
17.0	Director, Library Services	$24,700	$20,000	$31,075	443
18.0	Director, Computer Services	$26,106	$21,285	$31,800	321
19.0	Director, Educational Media Services	$19,740	$15,862	$25,251	134
20.0	Director, Institutional Research	$25,333	$20,757	$32,035	118
21.0	Director, Special and Deferred Gifts	$23,353	$19,670	$28,300	120
22.0	Administrator, Grants and Contracts	$23,200	$19,900	$30,000	108
23.0	Director, Affirmative Action/Equal Employment	$25,000	$20,005	$30,640	67
25.0	Comptroller	$24,879	$20,400	$30,730	274
26.0	Director, Internal Audit	$21,600	$18,420	$24,148	34
27.0	Bursar	$18,500	$15,420	$23,780	92
28.0	Director, Food Services	$22,500	$18,000	$26,076	131
29.0	Director, Physical Plant	$24,404	$20,000	$29,500	420
30.0	Director, Purchasing	$20,000	$16,500	$24,000	176
31.0	Director, Bookstore	$14,609	$11,808	$18,759	307
32.0	Director, Campus Security	$18,850	$14,935	$22,000	253
33.0	Director, Information Systems	$25,000	$20,720	$32,500	37
34.0	Director, News Bureau	$16,950	$14,220	$21,500	88
35.0	Director, Auxiliary Services	$25,438	$18,942	$30,650	77
36.0	Director, Admissions	$25,455	$20,250	$30,000	398
37.0	Director, Foreign Students	$20,000	$15,337	$28,216	31
38.0	Director, International Studies Education	$25,000	$22,235	$31,906	26
39.0	Director, Student Financial Aid	$20,295	$16,500	$24,000	435
40.0	Director, Student Placement	$19,800	$16,509	$23,728	346
41.0	Director, Student Counseling	$22,550	$18,190	$28,140	276
42.0	Director, Student Union	$20,000	$16,863	$25,000	174
43.0	Director, Student Health Services (Physician Administrator)	$37,667	$23,709	$45,000	85
44.0	Director, Student Health Services (Nurse Administrator)	$15,693	$13,333	$18,720	202
45.0	Director, Student Housing	$17,582	$14,200	$22,050	277
46.0	Director, Athletics	$27,229	$21,333	$32,667	313
47.0	Director, Athletics/Men	$28,894	$23,729	$33,164	30
48.0	Director, Athletics/Women	$21,333	$17,480	$25,400	48
49.0	Director, Campus Recreation/Intramurals	$17,316	$13,648	$22,336	89
50.0	Director, Alumni Affairs	$18,600	$15,600	$23,000	318
51.0	Director, Information Office	$20,200	$16,140	$24,009	138
52.0	Director, Community Services	$23,500	$17,900	$27,534	52
54.0	Director, Publications	$19,360	$16,500	$23,000	85
56.0	Chief Planning and Budget Officer	$33,000	$29,150	$43,200	23
57.0	Chief Development and Public Relations Officer	$33,389	$27,970	$42,500	61
58.0	Director, Personnel and Affirmative Action	$22,000	$17,900	$29,000	68
59.0	Director, Admissions and Financial Aid	$27,000	$20,140	$31,900	40
60.0	Director, Housing and Food Services	$25,640	$21,900	$30,456	10
61.0	Director, Development and Alumni Affairs	$26,100	$21,818	$30,700	24
62.0	Dean, Architecture	$34,667	$25,920	$38,850	5
64.0	Dean, Arts and Letters	$32,583	$28,536	$40,608	23
65.0	Dean, Arts and Sciences	$40,141	$35,300	$44,500	70
66.0	Dean, Business	$36,816	$28,496	$42,152	107
67.0	Dean, Communications	$29,200	$23,886	$41,200	19
68.0	Dean, Continuing Education	$29,000	$23,980	$36,500	145
70.0	Dean, Education	$36,043	$27,670	$42,189	110
71.0	Dean, Engineering	$40,125	$28,216	$49,200	19
72.0	Dean, Experimental Programs	$20,000	$19,470	$32,583	5
73.0	Dean, Extension	$27,000	$20,401	$32,925	11
74.0	Dean, Fine Arts	$30,667	$27,060	$37,300	48
75.0	Dean, Graduate Programs	$34,856	$29,111	$42,152	99
76.0	Dean, Health Related Professions	$37,000	$26,043	$42,200	26
77.0	Dean, Home Economics	$27,864	$21,067	$36,595	11
78.0	Dean, Humanities	$29,500	$23,404	$33,306	53
81.0	Dean, Library and Information Sciences	$36,060	$25,488	$42,152	11
82.0	Dean, Mathematics	$26,003	$21,733	$30,000	29
84.0	Dean, Music	$27,031	$22,799	$34,460	32
85.0	Dean, Nursing	$32,100	$28,391	$36,053	54
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,330	$32,000	$40,150	24
89.0	Dean, Sciences	$32,277	$26,798	$37,300	71
90.0	Dean, Social Sciences	$30,600	$24,139	$37,063	73
91.0	Dean, Social Work	$28,997	$20,600	$37,000	17
92.0	Dean, Special Programs	$28,880	$24,626	$34,092	25
93.0	Dean, Undergraduate Programs	$33,000	$29,213	$41,000	25

Table 23
4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 55.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$34,000	$29,080	$38,880	51
3.0	Executive Vice President	$27,288	$25,000	$30,300	7
4.0	Chief Academic Officer	$24,387	$22,500	$28,340	48
5.0	Chief Business Officer	$23,150	$20,020	$27,000	50
6.0	Chief Student Affairs Officer	$20,086	$17,500	$23,700	46
7.0	Chief Development Officer	$22,909	$20,000	$26,784	37
8.0	Chief Public Relations Officer	$17,425	$13,000	$23,000	27
10.0	Director, Personnel/Human Resources	$16,450	$16,000	$28,000	5
14.0	Registrar	$16,200	$13,503	$17,870	44
15.0	Director, Church Relations	$12,210	$5,000	$14,300	8
16.0	Director, Learning Resources Center	$19,400	$16,800	$22,368	7
17.0	Director, Library Services	$17,978	$15,330	$19,900	45
19.0	Director, Educational Media Services	$17,300	$12,311	$19,740	8
21.0	Director, Special and Deferred Gifts	$22,734	$21,200	$23,500	7
25.0	Comptroller	$17,297	$14,220	$20,400	14
28.0	Director, Food Services	$12,621	$10,533	$15,660	13
29.0	Director, Physical Plant	$17,950	$14,000	$20,000	34
31.0	Director, Bookstore	$10,667	$10,000	$12,900	25
32.0	Director, Campus Security	$13,700	$11,550	$14,580	5
36.0	Director, Admissions	$18,775	$15,000	$20,500	36
39.0	Director, Student Financial Aid	$14,000	$12,100	$16,500	40
40.0	Director, Student Placement	$15,500	$12,633	$17,500	18
41.0	Director, Student Counseling	$17,400	$14,500	$20,194	14
44.0	Director, Student Health Services (Nurse Administrator)	$10,600	$8,052	$12,096	8
45.0	Director, Student Housing	$15,475	$14,400	$16,970	6
46.0	Director, Athletics	$19,333	$16,000	$20,800	25
50.0	Director, Alumni Affairs	$15,000	$12,613	$19,500	15
59.0	Director, Admissions and Financial Aid	$20,000	$16,790	$22,000	5
66.0	Dean, Business	$20,533	$19,333	$26,568	6
70.0	Dean, Education	$23,333	$22,170	$27,333	6
89.0	Dean, Sciences	$26,933	$26,133	$27,880	5

Table 24
4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 137.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$38,300	$50,000	133
3.0	Executive Vice President	$35,291	$31,500	$39,000	24
4.0	Chief Academic Officer	$32,000	$28,350	$36,000	127
5.0	Chief Business Officer	$30,400	$26,985	$35,310	128
6.0	Chief Student Affairs Officer	$24,500	$21,362	$27,336	129
7.0	Chief Development Officer	$30,000	$26,000	$34,400	110
8.0	Chief Public Relations Officer	$18,100	$15,226	$21,500	77
9.0	Chief Planning Officer	$20,400	$18,600	$25,700	19
10.0	Director, Personnel/Human Resources	$17,000	$13,500	$28,000	18
11.0	Chief Health Professions Officer	$15,000	$13,500	$16,245	5
12.0	Chief Budgeting Officer	$24,452	$19,696	$28,900	8
14.0	Registrar	$18,000	$16,000	$22,500	130
15.0	Director, Church Relations	$18,667	$15,924	$22,750	30
16.0	Director, Learning Resources Center	$19,000	$16,000	$21,055	23
17.0	Director, Library Services	$21,000	$17,841	$23,630	128
18.0	Director, Computer Services	$20,165	$17,500	$24,000	74
19.0	Director, Educational Media Services	$15,167	$12,600	$20,667	31
20.0	Director, Institutional Research	$20,000	$16,500	$24,233	23
21.0	Director, Special and Deferred Gifts	$20,400	$17,360	$27,580	30
22.0	Administrator, Grants and Contracts	$19,900	$17,600	$22,000	25
25.0	Comptroller	$21,000	$17,202	$24,750	74
27.0	Bursar	$16,100	$14,500	$18,900	13
28.0	Director, Food Services	$19,465	$16,255	$23,200	36
29.0	Director, Physical Plant	$20,000	$17,976	$23,600	116
30.0	Director, Purchasing	$15,500	$13,197	$17,100	21
31.0	Director, Bookstore	$12,015	$10,500	$15,000	98
32.0	Director, Campus Security	$14,000	$10,500	$16,000	47
34.0	Director, News Bureau	$15,000	$13,400	$18,000	21
35.0	Director, Auxiliary Services	$15,900	$15,700	$22,575	9
36.0	Director, Admissions	$21,000	$18,100	$25,200	115
39.0	Director, Student Financial Aid	$16,840	$14,500	$19,200	120
40.0	Director, Student Placement	$16,722	$14,913	$18,849	85
41.0	Director, Student Counseling	$17,465	$16,000	$20,400	61
42.0	Director, Student Union	$13,100	$12,000	$16,800	25
43.0	Director, Student Health Services (Physician Administrator)	$14,205	$10,039	$25,280	12
44.0	Director, Student Health Services (Nurse Administrator)	$13,440	$11,067	$16,611	61
45.0	Director, Student Housing	$14.100	$12,500	$16,937	63
46.0	Director, Athletics	$22,750	$19,000	$27,500	74
47.0	Director, Athletics/Men	$18,560	$16,960	$23,600	6
48.0	Director, Athletics/Women	$17,707	$16,730	$22,163	14
49.0	Director, Campus Recreation/Intramurals	$12,867	$10,166	$16,300	16
50.0	Director, Alumni Affairs	$16,062	$13,200	$19,100	88
51.0	Director, Information Office	$15,000	$12,889	$18,191	24
52.0	Director, Community Services	$18,810	$16,800	$22,988	10
54.0	Director, Publications	$15,783	$13,013	$20,160	15
56.0	Chief Planning and Budget Officer	$29,150	$24,300	$33,700	8
57.0	Chief Development and Public Relations Officer	$22,350	$20,900	$31,000	11
58.0	Director, Personnel and Affirmative Action	$17,100	$14,838	$21,091	10
59.0	Director, Admissions and Financial Aid	$22,938	$19,405	$25,615	13
61.0	Director, Development and Alumni Affairs	$28,350	$22,500	$30,000	5
65.0	Dean, Arts and Sciences	$23,000	$22,800	$27,361	6
66.0	Dean, Business	$26,667	$24,655	$28,828	12
68.0	Dean, Continuing Education	$22,896	$18,000	$28,394	32
70.0	Dean, Education	$26,667	$22,275	$30,600	17
71.0	Dean, Engineering	$26,578	$24,424	$30,000	6
74.0	Dean, Fine Arts	$26,316	$17,262	$27,600	7
75.0	Dean, Graduate Programs	$30,000	$23,333	$40,000	11
76.0	Dean, Health Related Professions	$22,451	$22,050	$24,097	6
78.0	Dean, Humanities	$23,576	$20,200	$29,960	16
82.0	Dean, Mathematics	$21,340	$21,120	$22,667	5
85.0	Dean, Nursing	$25,091	$21,000	$30,545	9
89.0	Dean, Sciences	$26,798	$22,350	$31,499	15
90.0	Dean, Social Sciences	$23,625	$21,700	$31,973	15
92.0	Dean, Special Programs	$20,401	$19,260	$21,000	5

Table 25
4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 186.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,800	$45,000	$62,000	179
3.0	Executive Vice President	$39,450	$36,000	$44,535	42
4.0	Chief Academic Officer	$40,000	$33,826	$44,400	176
5.0	Chief Business Officer	$37,950	$31,720	$44,000	173
6.0	Chief Student Affairs Officer	$31,000	$27,120	$35,000	175
7.0	Chief Development Officer	$33,750	$29,675	$39,694	135
8.0	Chief Public Relations Officer	$23,016	$19,600	$29,500	103
9.0	Chief Planning Officer	$30,555	$28,227	$34,000	25
10.0	Director, Personnel/Human Resources	$22,847	$19,400	$25,950	73
11.0	Chief Health Professions Officer	$38,667	$36,000	$47,960	6
12.0	Chief Budgeting Officer	$30,000	$24,000	$33,969	27
13.0	Director, Legal Services	$24,300	$22,800	$27,250	6
14.0	Registrar	$23,112	$19,800	$26,300	176
15.0	Director, Church Relations	$20,100	$15,398	$25,800	37
16.0	Director, Learning Resources Center	$20,400	$17,280	$24,000	43
17.0	Director, Library Services	$25,968	$21,500	$30,700	176
18.0	Director, Computer Services	$25,660	$22,122	$30,000	150
19.0	Director, Educational Media Services	$19,409	$16,500	$22,000	57
20.0	Director, Institutional Research	$25,902	$21,400	$29,457	46
21.0	Director, Special and Deferred Gifts	$25,000	$21,380	$29,438	65
22.0	Administrator, Grants and Contracts	$22,700	$19,800	$25,000	41
23.0	Director, Affirmative Action/Equal Employment	$22,277	$16,650	$26,395	20
25.0	Comptroller	$25,089	$22,250	$29,700	120
26.0	Director, Internal Audit	$21,600	$17,000	$23,675	15
27.0	Bursar	$17,800	$15,000	$20,796	33
28.0	Director, Food Services	$23,939	$20,265	$27,000	59
29.0	Director, Physical Plant	$25,000	$21,500	$30,000	173
30.0	Director, Purchasing	$19,500	$17,000	$23,245	73
31.0	Director, Bookstore	$15,500	$13,514	$19,300	134
32.0	Director, Campus Security	$18,303	$15,365	$20,473	116
33.0	Director, Information Systems	$22,700	$18,200	$27,800	15
34.0	Director, News Bureau	$16,950	$14,880	$22,000	41
35.0	Director, Auxiliary Services	$23,778	$17,727	$28,300	33
36.0	Director, Admissions	$26,650	$22,500	$30,850	158
37.0	Director, Foreign Students	$16,000	$14,400	$20,000	16
38.0	Director, International Studies Education	$23,647	$19,509	$31,000	13
39.0	Director, Student Financial Aid	$21,432	$18,700	$23,800	176
40.0	Director, Student Placement	$19,635	$17,000	$22,950	152
41.0	Director, Student Counseling	$22,200	$19,250	$27,600	119
42.0	Director, Student Union	$19,000	$16,913	$22,000	82
43.0	Director, Student Health Services (Physician Administrator)	$36,300	$21,800	$44,984	37
44.0	Director, Student Health Services (Nurse Administrator)	$16,120	$13,850	$19,333	95
45.0	Director, Student Housing	$16,850	$14,000	$20,690	135
46.0	Director, Athletics	$27,675	$23,400	$32,667	135
47.0	Director, Athletics/Men	$31,500	$24,885	$35,075	11
48.0	Director, Athletics/Women	$19,200	$16,738	$25,400	19
49.0	Director, Campus Recreation/Intramurals	$17,010	$12,500	$24,240	35
50.0	Director, Alumni Affairs	$19,000	$16,632	$25,000	142
51.0	Director, Information Office	$19,200	$16,200	$22,500	64
52.0	Director, Community Services	$23,500	$19,008	$28,728	25
54.0	Director, Publications	$18,600	$16,075	$22,400	40
56.0	Chief Planning and Budget Officer	$32,589	$31,625	$41,200	10
57.0	Chief Development and Public Relations Officer	$36,751	$28,578	$41,800	24
58.0	Director, Personnel and Affirmative Action	$20,760	$18,400	$27,410	29
59.0	Director, Admissions and Financial Aid	$28,700	$23,397	$37,000	16
61.0	Director, Development and Alumni Affairs	$23,528	$22,054	$26,620	6
64.0	Dean, Arts and Letters	$32,583	$24,735	$40,968	11
65.0	Dean, Arts and Sciences	$34,587	$31,411	$42,152	18
66.0	Dean, Business	$33,000	$27,212	$37,621	38
67.0	Dean, Communications	$29,200	$24,420	$33,868	11
68.0	Dean, Continuing Education	$27,500	$23,735	$31,525	57
70.0	Dean, Education	$33,327	$27,500	$38,352	38
74.0	Dean, Fine Arts	$30,667	$27,212	$36,000	27
75.0	Dean, Graduate Programs	$30,380	$21,500	$36,400	35
76.0	Dean, Health Related Professions	$35,956	$26,339	$40,413	7
77.0	Dean, Home Economics	$26,420	$23,983	$32,060	5
78.0	Dean, Humanities	$29,800	$24,314	$32,880	19
82.0	Dean, Mathematics	$28,151	$22,967	$30,000	15
84.0	Dean, Music	$24,514	$23,760	$27,882	14
85.0	Dean, Nursing	$30,250	$28,464	$34,822	26
86.0	Dean, Occupation Studies/Vocational Education/Technology	$32,016	$28,300	$33,000	5
89.0	Dean, Sciences	$32,583	$26,850	$36,635	31
90.0	Dean, Social Sciences	$29,200	$24,139	$33,880	33
91.0	Dean, Social Work	$24,667	$19,800	$33,700	7
92.0	Dean, Special Programs	$26,400	$25,318	$30,000	7
93.0	Dean, Undergraduate Programs	$32,374	$31,000	$39,800	9

Table 26
4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 77.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$55,680	$51,264	$65,300	71
3.0	Executive Vice President	$44,084	$40,000	$53,749	15
4.0	Chief Academic Officer	$45,500	$42,072	$51,000	72
5.0	Chief Business Officer	$42,100	$38,125	$48,204	76
6.0	Chief Student Affairs Officer	$39,250	$34,152	$43,900	74
7.0	Chief Development Officer	$38,500	$33,627	$50,000	39
8.0	Chief Public Relations Officer	$27,750	$23,341	$31,400	36
9.0	Chief Planning Officer	$38,724	$32,100	$42,152	15
10.0	Director, Personnel/Human Resources	$25,000	$19,800	$29,457	43
12.0	Chief Budgeting Officer	$28,020	$25,510	$31,750	29
13.0	Director, Legal Services	$39,109	$30,729	$46,000	7
14.0	Registrar	$28,327	$24,308	$33,000	72
16.0	Director, Learning Resources Center	$28,408	$24,205	$32,120	19
17.0	Director, Library Services	$32,390	$29,919	$36,000	68
18.0	Director, Computer Services	$32,147	$27,756	$35,700	69
19.0	Director, Educational Media Services	$26,160	$18,900	$30,581	29
20.0	Director, Institutional Research	$29,700	$21,511	$35,250	32
21.0	Director, Special and Deferred Gifts	$25,014	$20,135	$27,000	16
22.0	Administrator, Grants and Contracts	$30,289	$22,375	$33,575	21
23.0	Director, Affirmative Action/Equal Employment	$25,342	$21,608	$30,000	25
25.0	Comptroller	$31,300	$26,004	$35,458	52
26.0	Director, Internal Audit	$22,847	$18,420	$27,285	11
27.0	Bursar	$19,525	$17,250	$23,780	28
28.0	Director, Food Services	$24,069	$19,800	$30,367	16
29.0	Director, Physical Plant	$29,700	$26,771	$33,000	71
30.0	Director, Purchasing	$21,555	$17,948	$24,155	56
31.0	Director, Bookstore	$20,040	$16,680	$24,500	39
32.0	Director, Campus Security	$22,012	$18,474	$24,420	64
33.0	Director, Information Systems	$27,500	$23,500	$34,787	10
34.0	Director, News Bureau	$19,200	$16,700	$22,344	20
35.0	Director, Auxiliary Services	$30,200	$25,778	$36,134	22
36.0	Director, Admissions	$30,024	$27,800	$32,900	66
37.0	Director, Foreign Students	$30,000	$20,952	$35,077	6
38.0	Director, International Studies Education	$27,800	$24,650	$34,356	6
39.0	Director, Student Financial Aid	$24,429	$21,750	$27,685	74
40.0	Director, Student Placement	$23,932	$20,370	$27,750	66
41.0	Director, Student Counseling	$27,000	$23,520	$29,924	58
42.0	Director, Student Union	$23,550	$19,300	$25,733	47
43.0	Director, Student Health Services (Physician Administrator)	$40,236	$37,628	$48,000	21
44.0	Director, Student Health Services (Nurse Administrator)	$18,470	$16,000	$20,933	30
45.0	Director, Student Housing	$21,258	$18,696	$24,400	57
46.0	Director, Athletics	$30,996	$27,830	$37,080	61
47.0	Director, Athletics/Men	$28,800	$23,729	$29,737	8
48.0	Director, Athletics/Women	$24,891	$21,348	$28,632	12
49.0	Director, Campus Recreation/Intramurals	$20,000	$15,400	$25,428	27
50.0	Director, Alumni Affairs	$21,400	$18,564	$27,612	53
51.0	Director, Information Office	$22,400	$19,924	$28,000	34
52.0	Director, Community Services	$26,880	$23,000	$32,151	9
54.0	Director, Publications	$21,300	$19,000	$24,200	20
57.0	Chief Development and Public Relations Officer	$42,500	$33,360	$49,776	17
58.0	Director, Personnel and Affirmative Action	$27,982	$23,300	$31,054	24
59.0	Director, Admissions and Financial Aid	$33,600	$31,900	$35,750	5
61.0	Director, Development and Alumni Affairs	$26,760	$25,308	$33,000	8
64.0	Dean, Arts and Letters	$32,112	$30,360	$38,000	9
65.0	Dean, Arts and Sciences	$42,152	$38,500	$44,500	32
66.0	Dean, Business	$42,152	$37,300	$47,300	37
68.0	Dean, Continuing Education	$36,500	$31,259	$41,000	39
70.0	Dean, Education	$40,000	$36,228	$43,425	27
71.0	Dean, Engineering	$46,300	$40,125	$51,000	8
74.0	Dean, Fine Arts	$37,300	$30,594	$41,004	7
75.0	Dean, Graduate Programs	$40,000	$33,000	$44,855	34
76.0	Dean, Health Related Professions	$38,000	$37,450	$43,700	6
78.0	Dean, Humanities	$30,000	$28,837	$34,085	9
81.0	Dean, Library and Information Sciences	$38,232	$35,112	$42,152	5
84.0	Dean, Music	$36,800	$32,416	$39,000	8
85.0	Dean, Nursing	$36,000	$32,800	$39,531	11
86.0	Dean, Occupation Studies/Vocational Education/Technology	$36,864	$35,330	$38,500	8
89.0	Dean, Sciences	$33,842	$28,408	$37,848	11
90.0	Dean, Social Sciences	$35,557	$27,097	$37,300	13
92.0	Dean, Special Programs	$31,600	$28,880	$40,035	6
93.0	Dean, Undergraduate Programs	$33,000	$30,000	$37,987	10

Table 27
4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 27.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$55,680	$52,128	$57,900	26
4.0	Chief Academic Officer	$49,500	$44,538	$51,428	26
5.0	Chief Business Officer	$44,500	$42,152	$50,808	27
6.0	Chief Student Affairs Officer	$43,494	$39,000	$46,728	27
7.0	Chief Development Officer	$39,600	$33,341	$45,000	8
8.0	Chief Public Relations Officer	$26,915	$23,550	$33,071	12
9.0	Chief Planning Officer	$37,720	$33,500	$45,093	9
10.0	Director, Personnel/Human Resources	$30,121	$28,983	$33,000	21
12.0	Chief Budgeting Officer	$32,800	$26,300	$36,527	19
14.0	Registrar	$32,400	$29,406	$33,875	25
16.0	Director, Learning Resources Center	$29,467	$27,286	$32,383	12
17.0	Director, Library Services	$36,780	$34,635	$39,531	26
18.0	Director, Computer Services	$34,856	$31,332	$36,342	24
19.0	Director, Educational Media Services	$29,001	$27,618	$31,552	9
20.0	Director, Institutional Research	$29,700	$24,626	$37,350	16
22.0	Administrator, Grants and Contracts	$30,909	$24,716	$35,000	19
23.0	Director, Affirmative Action/Equal Employment	$25,000	$20,738	$33,600	20
25.0	Comptroller	$32,500	$30,228	$38,100	14
26.0	Director, Internal Audit	$23,750	$21,330	$29,800	5
27.0	Bursar	$25,290	$20,958	$30,909	14
28.0	Director, Food Services	$27,120	$25,820	$29,500	7
29.0	Director, Physical Plant	$30,626	$27,178	$33,500	26
30.0	Director, Purchasing	$24,189	$21,480	$26,200	22
31.0	Director, Bookstore	$24,819	$22,000	$26,042	11
32.0	Director, Campus Security	$24,716	$21,200	$27,120	21
33.0	Director, Information Systems	$28,912	$21,300	$34,500	8
35.0	Director, Auxiliary Services	$30,720	$27,000	$35,000	9
36.0	Director, Admissions	$30,200	$28,220	$31,589	23
37.0	Director, Foreign Students	$28,216	$22,586	$28,619	5
39.0	Director, Student Financial Aid	$25,900	$22,613	$29,467	25
40.0	Director, Student Placement	$25,581	$22,893	$28,619	25
41.0	Director, Student Counseling	$30,909	$28,799	$33,200	24
42.0	Director, Student Union	$27,115	$25,543	$31,000	18
43.0	Director, Student Health Services (Physician Administrator)	$41,875	$37,700	$48,809	14
44.0	Director, Student Health Services (Nurse Administrator)	$20,636	$17,830	$26,693	8
45.0	Director, Student Housing	$24,759	$22,728	$26,467	16
46.0	Director, Athletics	$34,095	$31,906	$38,000	18
49.0	Director, Campus Recreation/Intramurals	$21,679	$19,218	$22,746	8
50.0	Director, Alumni Affairs	$21,200	$19,000	$24,534	20
51.0	Director, Information Office	$22,893	$20,200	$28,416	14
52.0	Director, Community Services	$25,932	$24,439	$27,534	6
54.0	Director, Publications	$21,056	$19,360	$24,464	8
57.0	Chief Development and Public Relations Officer	$33,797	$27,586	$37,987	7
65.0	Dean, Arts and Sciences	$42,200	$39,376	$47,700	14
66.0	Dean, Business	$41,900	$38,848	$46,700	14
68.0	Dean, Continuing Education	$40,767	$34,856	$42,650	13
70.0	Dean, Education	$42,200	$42,000	$45,658	22
74.0	Dean, Fine Arts	$38,848	$36,400	$42,276	6
75.0	Dean, Graduate Programs	$42,152	$38,848	$42,662	17
76.0	Dean, Health Related Professions	$42,200	$37,581	$49,058	7
78.0	Dean, Humanities	$40,400	$37,581	$44,000	5
85.0	Dean, Nursing	$35,281	$28,972	$37,700	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	$41,416	$32,885	$45,000	7
89.0	Dean, Sciences	$42,200	$38,500	$43,400	9
90.0	Dean, Social Sciences	$42,277	$42,152	$45,200	9
92.0	Dean, Special Programs	$29,426	$29,000	$34,451	6

Table 28
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$49,377	$44,683	$54,249	41
3.0	Executive Vice President	$42,800	$40,000	$44,538	9
4.0	Chief Academic Officer	$39,784	$35,000	$43,500	39
5.0	Chief Business Officer	$34,736	$30,729	$40,305	43
6.0	Chief Student Affairs Officer	$31,260	$27,354	$35,500	42
7.0	Chief Development Officer	$32,163	$28,216	$36,342	12
8.0	Chief Public Relations Officer	$23,241	$21,000	$28,104	23
10.0	Director, Personnel/Human Resources	$23,556	$22,000	$34,500	15
12.0	Chief Budgeting Officer	$31,907	$23,882	$33,969	8
14.0	Registrar	$25,305	$22,320	$27,600	40
16.0	Director, Learning Resources Center	$22,630	$19,200	$31,464	10
17.0	Director, Library Services	$26,064	$24,011	$30,000	41
18.0	Director, Computer Services	$26,064	$22,500	$28,700	37
19.0	Director, Educational Media Services	$20,976	$19,290	$28,300	14
20.0	Director, Institutional Research	$27,574	$25,208	$32,619	14
22.0	Administrator, Grants and Contracts	$27,003	$18,840	$33,252	7
23.0	Director, Affirmative Action/Equal Employment	$26,395	$25,000	$28,823	7
25.0	Comptroller	$24,600	$22,435	$26,214	12
27.0	Bursar	$17,971	$15,120	$22,350	8
28.0	Director, Food Services	$22,000	$19,000	$26,076	11
29.0	Director, Physical Plant	$25,590	$22,290	$29,040	42
30.0	Director, Purchasing	$20,844	$17,538	$25,650	18
31.0	Director, Bookstore	$14,000	$13,514	$17,270	30
32.0	Director, Campus Security	$18,864	$15,400	$19,847	25
35.0	Director, Auxiliary Services	$26,504	$25,000	$28,895	6
36.0	Director, Admissions	$23,588	$19,647	$27,287	28
39.0	Director, Student Financial Aid	$21,594	$19,827	$23,594	40
40.0	Director, Student Placement	$22,777	$18,139	$27,984	31
41.0	Director, Student Counseling	$27,200	$21,814	$28,644	21
42.0	Director, Student Union	$20,664	$17,424	$23,376	24
43.0	Director, Student Health Services (Physician Administrator)	$27,642	$20,340	$47,131	7
44.0	Director, Student Health Services (Nurse Administrator)	$14,760	$13,956	$20,000	14
45.0	Director, Student Housing	$21,198	$18,042	$25,000	25
46.0	Director, Athletics	$28,104	$26,800	$36,272	34
49.0	Director, Campus Recreation/Intramurals	$17,836	$16,219	$29,609	7
50.0	Director, Alumni Affairs	$17,820	$15,991	$22,000	12
51.0	Director, Information Office	$18,216	$16,486	$21,200	13
58.0	Director, Personnel and Affirmative Action	$23,100	$20,799	$28,462	10
59.0	Director, Admissions and Financial Aid	$27,398	$22,480	$33,221	5
64.0	Dean, Arts and Letters	$32,852	$32,583	$40,968	6
65.0	Dean, Arts and Sciences	$35,412	$34,395	$42,152	10
66.0	Dean, Business	$36,000	$34,893	$39,025	16
68.0	Dean, Continuing Education	$32,000	$26,817	$39,371	17
70.0	Dean, Education	$37,000	$35,168	$42,239	19
74.0	Dean, Fine Arts	$33,362	$30,520	$36,231	8
75.0	Dean, Graduate Programs	$33,800	$32,123	$42,700	10
78.0	Dean, Humanities	$32,475	$31,795	$33,868	6
82.0	Dean, Mathematics	$31,500	$30,000	$33,880	5
85.0	Dean, Nursing	$33,868	$29,500	$34,822	8
86.0	Dean, Occupation Studies/Vocational Education/Technology	$33,827	$33,000	$34,395	5
89.0	Dean, Sciences	$34,500	$32,583	$37,476	13
90.0	Dean, Social Sciences	$33,089	$31,464	$36,733	13

Table 29
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$54,000	$50,900	$56,683	39
3.0	Executive Vice President	$42,918	$26,450	$44,538	8
4.0	Chief Academic Officer	$44,538	$42,072	$48,262	38
5.0	Chief Business Officer	$41,295	$36,912	$45,000	39
6.0	Chief Student Affairs Officer	$39,250	$35,099	$44,500	39
7.0	Chief Development Officer	$33,800	$28,968	$38,348	15
8.0	Chief Public Relations Officer	$29,500	$23,000	$32,760	17
9.0	Chief Planning Officer	$38,724	$35,500	$39,553	9
0.0	Director, Personnel/Human Resources	$25,761	$19,800	$34,178	23
2.0	Chief Budgeting Officer	$28,020	$25,000	$31,470	24
4.0	Registrar	$28,660	$24,816	$34,284	37
6.0	Director, Learning Resources Center	$27,800	$23,400	$29,000	11
7.0	Director, Library Services	$32,520	$30,000	$37,907	33
18.0	Director, Computer Services	$32,147	$28,724	$34,820	35
19.0	Director, Educational Media Services	$28,332	$26,160	$31,976	18
20.0	Director, Institutional Research	$29,880	$21,511	$36,896	24
22.0	Administrator, Grants and Contracts	$30,2[illegible]9	$23,363	$34,095	12
23.0	Director, Affirmative Action/Equal Employment	$29,100	$24,626	$30,729	14
25.0	Comptroller	$26,187	$24,168	$31,800	18
27.0	Bursar	$19,525	$16,320	$23,163	14
28.0	Director, Food Services	$19,800	$13,996	$24,069	7
29.0	Director, Physical Plant	$28,319	$25,780	$30,800	36
30.0	Director, Purchasing	$20,636	$17,064	$22,487	34
31.0	Director, Bookstore	$18,000	$16,570	$21,186	19
32.0	Director, Campus Security	$22,012	$18,280	$25,565	33
34.0	Director, News Bureau	$20,550	$17,661	$21,400	8
35.0	Director, Auxiliary Services	$30,000	$22,936	$32,940	15
36.0	Director, Admissions	$29,457	$26,290	$32,000	33
39.0	Director, Student Financial Aid	$23,550	$21,418	$26,600	38
40.0	Director, Student Placement	$25,145	$21,987	$28,288	34
41.0	Director, Student Counseling	$27,031	$24,300	$28,900	29
42.0	Director, Student Union	$23,550	$20,300	$25,761	29
43.0	Director, Student Health Services (Physician Administrator)	$39,590	$32,459	$45,980	12
44.0	Director, Student Health Services (Nurse Administrator)	$18,706	$16,000	$21,956	17
45.0	Director, Student Housing	$21,353	$18,700	$24,691	28
46.0	Director, Athletics	$30,000	$26,983	$37,080	31
47.0	Director, Athletics/Men	$28,800	$27,432	$35,319	6
48.0	Director, Athletics/Women	$24,891	$21,824	$28,632	8
49.0	Director, Campus Recreation/Intramurals	$15,550	$13,101	$25,428	11
50.0	Director, Alumni Affairs	$18,564	$15,420	$20,905	21
51.0	Director, Information Office	$22,207	$19,924	$24,776	18
52.0	Director, Community Services	$26,400	$16,500	$27,928	6
54.0	Director, Publications	$21,978	$17,000	$28,574	7
57.0	Chief Development and Public Relations Officer	$32,100	$30,809	$33,360	6
58.0	Director, Personnel and Affirmative Action	$25,761	$23,300	$31,054	14
64.0	Dean, Arts and Letters	$32,112	$30,360	$39,878	7
65.0	Dean, Arts and Sciences	$42,152	$38,500	$42,152	17
66.0	Dean, Business	$42,152	$35,964	$45,750	19
68.0	Dean, Continuing Education	$35,330	$32,760	$38,728	19
70.0	Dean, Education	$40,000	$37,344	$43,300	19
74.0	Dean, Fine Arts	$35,500	$30,594	$37,993	6
75.0	Dean, Graduate Programs	$41,597	$34,856	$44,200	21
78.0	Dean, Humanities	$33,471	$29,148	$43,539	5
85.0	Dean, Nursing	$36,000	$28,942	$39,531	7
86.0	Dean, Occupation Studies/Vocational Education/Technology	$36,864	$35,330	$38,500	7
89.0	Dean, Sciences	$30,264	$28,408	$37,300	8
90.0	Dean, Social Sciences	$37,063	$28,728	$39,600	9
92.0	Dean, Special Programs	$36,000	$28,880	$40,035	5
93.0	Dean, Undergraduate Programs	$30,000	$29,213	$34,258	6

Table 30
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 27.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$55,680	$52,128	$57,900	26
4.0	Chief Academic Officer	$49,500	$44,538	$51,428	26
5.0	Chief Business Officer	$44,500	$42,152	$50,808	27
6.0	Chief Student Affairs Officer	$43,494	$39,000	$46,728	27
7.0	Chief Development Officer	$39,600	$33,341	$45,000	8
8.0	Chief Public Relations Officer	$26,915	$23,550	$33,071	12
9.0	Chief Planning Officer	$37,720	$33,500	$45,093	9
10.0	Director, Personnel/Human Resources	$30,121	$28,983	$33,000	21
12.0	Chief Budgeting Officer	$32,800	$26,300	$36,527	19
14.0	Registrar	$32,400	$29,406	$33,875	25
16.0	Director, Learning Resources Center	$29,467	$27,286	$32,383	12
17.0	Director, Library Services	$36,780	$34,635	$39,531	26
18.0	Director, Computer Services	$34,856	$31,332	$36,342	24
19.0	Director, Educational Media Services	$29,001	$27,618	$31,552	9
20.0	Director, Institutional Research	$29,700	$24,626	$37,350	16
22.0	Administrator, Grants and Contracts	$30,909	$24,716	$35,000	19
23.0	Director, Affirmative Action/Equal Employment	$25,000	$20,738	$33,600	20
25.0	Comptroller	$32,500	$30,228	$38,100	14
26.0	Director, Internal Audit	$23,750	$21,330	$29,800	5
27.0	Bursar	$25,290	$20,958	$30,909	14
28.0	Director, Food Services	$27,120	$25,820	$29,500	7
29.0	Director, Physical Plant	$30,626	$27,178	$33,500	26
30.0	Director, Purchasing	$24,189	$21,480	$26,200	22
31.0	Director, Bookstore	$24,819	$22,000	$26,042	11
32.0	Director, Campus Security	$24,716	$21,200	$27,120	21
33.0	Director, Information Systems	$28,912	$21,300	$34,500	8
35.0	Director, Auxiliary Services	$30,720	$27,000	$35,000	9
36.0	Director, Admissions	$30,200	$28,220	$31,589	23
37.0	Director, Foreign Students	$28,216	$22,586	$28,619	5
39.0	Director, Student Financial Aid	$25,900	$22,613	$29,467	25
40.0	Director, Student Placement	$25,581	$22,893	$28,619	25
41.0	Director, Student Counseling	$30,909	$28,799	$33,200	24
42.0	Director, Student Union	$27,115	$25,543	$31,000	18
43.0	Director, Student Health Services (Physician Administrator)	$41,875	$37,700	$48,809	14
44.0	Director, Student Health Services (Nurse Administrator)	$20,636	$17,830	$26,693	8
45.0	Director, Student Housing	$24,759	$22,728	$26,467	16
46.0	Director, Athletics	$34,095	$31,906	$38,000	18
49.0	Director, Campus Recreation/Intramurals	$21,679	$19,218	$22,746	8
50.0	Director, Alumni Affairs	$21,200	$19,000	$24,534	20
51.0	Director, Information Office	$22,893	$20,200	$28,416	14
52.0	Director, Community Services	$25,932	$24,439	$27,534	6
54.0	Director, Publications	$21,056	$19,360	$24,464	8
57.0	Chief Development and Public Relations Officer	$33,797	$27,586	$37,987	7
65.0	Dean, Arts and Sciences	$42,200	$39,376	$47,700	14
66.0	Dean, Business	$41,900	$38,848	$46,700	14
68.0	Dean, Continuing Education	$40,767	$34,856	$42,650	13
70.0	Dean, Education	$42,200	$42,000	$45,658	22
74.0	Dean, Fine Arts	$38,848	$36,400	$42,276	6
75.0	Dean, Graduate Programs	$42,152	$38,848	$42,662	17
76.0	Dean, Health Related Professions	$42.200	$37,581	$49,058	7
78.0	Dean, Humanities	$40,400	$37,581	$44,000	5
85.0	Dean, Nursing	$35,281	$28,972	$37,700	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	$41,416	$32,885	$45,000	7
89.0	Dean, Sciences	$42,200	$38,500	$43,400	9
90.0	Dean, Social Sciences	$42,277	$42,152	$45,200	9
92.0	Dean, Special Programs	$29,426	$29,000	$34,451	6

Table 31

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 499 or less.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 54.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$34,000	$29,080	$38,880	50
3.0	Executive Vice President	$27,288	$25,000	$30,300	7
4.0	Chief Academic Officer	$24,387	$22,500	$28,340	47
5.0	Chief Business Officer	$23,150	$20,020	$27,000	49
6.0	Chief Student Affairs Officer	$20,086	$17,500	$23,100	45
7.0	Chief Development Officer	$22,909	$20,000	$26,784	37
8.0	Chief Public Relations Officer	$17,425	$13,000	$23,000	27
10.0	Director, Personnel/Human Resources	$16,450	$16,000	$28,000	5
14.0	Registrar	$16,200	$13,503	$17,870	43
15.0	Director, Church Relations	$12,210	$5,000	$14,300	8
16.0	Director, Learning Resources Center	$19,400	$16,800	$22,368	7
17.0	Director, Library Services	$17,911	$15,273	$19,820	44
19.0	Director, Educational Media Services	$17,300	$12,311	$19,740	8
21.0	Director, Special and Deferred Gifts	$22,734	$21,200	$23,500	7
25.0	Comptroller	$17,297	$14,220	$20,400	14
28.0	Director, Food Services	$12,621	$10,533	$15,660	13
29.0	Director, Physical Plant	$17,950	$14,000	$20,000	33
31.0	Director, Bookstore	$10,667	$10,000	$12,900	25
32.0	Director, Campus Security	$13,700	$11,550	$14,580	5
36.0	Director, Admissions	$18,775	$15,000	$22,000	35
39.0	Director, Student Financial Aid	$14,100	$12,137	$17,500	39
40.0	Director, Student Placement	$15,625	$12,633	$17,500	17
41.0	Director, Student Counseling	$17,400	$14,500	$20,194	14
44.0	Director, Student Health Services (Nurse Administrator)	$10,600	$8,052	$12,096	8
45.0	Director, Student Housing	$15,475	$14,400	$16,970	6
46.0	Director, Athletics	$19,333	$15,444	$20,800	24
50.0	Director, Alumni Affairs	$15,000	$12,613	$19,500	15
59.0	Director, Admissions and Financial Aid	$20,000	$16,790	$22,000	5
66.0	Dean, Business	$20,533	$19,333	$26,568	6
70.0	Dean, Education	$23,333	$22,170	$27,333	6
89.0	Dean, Sciences	$26,933	$26,133	$27,880	5

Table 32

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 127.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$38,000	$50,000	123
3.0	Executive Vice President	$35,291	$31,500	$39,000	24
4.0	Chief Academic Officer	$31,500	$28,120	$35,627	118
5.0	Chief Business Officer	$30,000	$26,500	$35,000	118
6.0	Chief Student Affairs Officer	$24,000	$21,000	$27,000	119
7.0	Chief Development Officer	$30,000	$25,941	$34,000	108
8.0	Chief Public Relations Officer	$18,088	$15,050	$21,333	73
9.0	Chief Planning Officer	$20,400	$18,600	$25,700	19
10.0	Director, Personnel/Human Resources	$16,907	$12,600	$25,000	15
11.0	Chief Health Professions Officer	$15,000	$13,500	$16,245	5
12.0	Chief Budgeting Officer	$22,000	$19,696	$28,822	6
14.0	Registrar	$17,856	$15,911	$21,000	120
15.0	Director, Church Relations	$18,667	$15,924	$22,750	30
16.0	Director, Learning Resources Center	$19,000	$16,000	$21,055	23
17.0	Director, Library Services	$20,800	$17,600	$22,900	118
18.0	Director, Computer Services	$20,000	$17,500	$23,744	66
19.0	Director, Educational Media Services	$15,054	$12,500	$20,400	27
20.0	Director, Institutional Research	$19,077	$16,500	$23,000	21
21.0	Director, Special and Deferred Gifts	$20,400	$17,360	$27,580	30
22.0	Administrator, Grants and Contracts	$19,900	$16,000	$22,000	24
25.0	Comptroller	$20,800	$17,172	$24,500	71
27.0	Bursar	$16,100	$14,500	$18,900	13
28.0	Director, Food Services	$19,465	$17,400	$23,100	33
29.0	Director, Physical Plant	$20,000	$17,850	$23,409	107
30.0	Director, Purchasing	$15,500	$13,197	$17,100	21
31.0	Director, Bookstore	$12,000	$10,400	$15,100	91
32.0	Director, Campus Security	$14,000	$9,786	$16,000	44
34.0	Director, News Bureau	$14,500	$12,556	$16,500	20
35.0	Director, Auxiliary Services	$15,900	$15,700	$22,575	9
36.0	Director, Admissions	$21,345	$18,500	$25,200	109
39.0	Director, Student Financial Aid	$16,693	$14,500	$19,000	112
40.0	Director, Student Placement	$16,060	$14,750	$18,840	81
41.0	Director, Student Counseling	$17,455	$15,958	$20,400	59
42.0	Director, Student Union	$13,000	$11,500	$16,800	23
43.0	Director, Student Health Services (Physician Administrator)	$14,205	$10,039	$25,280	11
44.0	Director, Student Health Services (Nurse Administrator)	$13,440	$10,967	$16,800	59
45.0	Director, Student Housing	$14,000	$12,500	$16,362	61
46.0	Director, Athletics	$22,000	$18,500	$26,800	66
47.0	Director, Athletics/Men	$18,560	$16,960	$23,600	6
48.0	Director, Athletics/Women	$17,707	$16,730	$22,163	14
49.0	Director, Campus Recreation/Intramurals	$12,867	$10,166	$16,300	16
50.0	Director, Alumni Affairs	$16,062	$13,200	$19,100	87
51.0	Director, Information Office	$14,688	$12,889	$18,191	22
52.0	Director, Community Services	$18,810	$16,800	$21,265	9
54.0	Director, Publications	$15,500	$13,013	$20,160	14
56.0	Chief Planning and Budget Officer	$29,150	$24,300	$33,700	7
57.0	Chief Development and Public Relations Officer	$22,350	$20,900	$31,000	11
58.0	Director, Personnel and Affirmative Action	$17,100	$14,838	$21,091	10
59.0	Director, Admissions and Financial Aid	$22,938	$18,000	$25,615	11
61.0	Director, Development and Alumni Affairs	$28,350	$22,500	$30,000	5
66.0	Dean, Business	$25,776	$24,655	$28,828	10
68.0	Dean, Continuing Education	$22,896	$19,000	$28,000	29
70.0	Dean, Education	$25,733	$22,150	$29,186	14
74.0	Dean, Fine Arts	$26,316	$17,262	$27,600	7
75.0	Dean, Graduate Programs	$30,000	$23,333	$33,374	9
76.0	Dean, Health Related Professions	$22,451	$22,050	$24,097	6
78.0	Dean, Humanities	$23,035	$20,200	$28,876	14
82.0	Dean, Mathematics	$21,340	$21,120	$22,667	5
85.0	Dean, Nursing	$25,091	$21,000	$30,545	9
89.0	Dean, Sciences	$25,480	$21,900	$30,600	12
90.0	Dean, Social Sciences	$23,353	$21,700	$30,600	14

Table 33

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 154.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$53,350	$45,000	$63,000	149
3.0	Executive Vice President	$38,190	$35,000	$43,863	33
4.0	Chief Academic Officer	$40,000	$33,200	$45,000	147
5.0	Chief Business Officer	$38,500	$31,745	$44,100	141
6.0	Chief Student Affairs Officer	$30,600	$26,500	$34,500	144
7.0	Chief Development Officer	$34,400	$30,000	$39,700	125
8.0	Chief Public Relations Officer	$23,000	$18,835	$28,500	84
9.0	Chief Planning Officer	$31,000	$28,300	$34,691	21
10.0	Director, Personnel/Human Resources	$22,400	$18,792	$26,100	61
11.0	Chief Health Professions Officer	$38,667	$36,000	$47,960	5
12.0	Chief Budgeting Officer	$28,600	$24,200	$33,000	21
14.0	Registrar	$22,480	$19,350	$25,630	147
15.0	Director, Church Relations	$20,100	$15,398	$25,800	37
16.0	Director, Learning Resources Center	$20,160	$17,250	$22,247	33
17.0	Director, Library Services	$25,425	$21,158	$30,700	146
18.0	Director, Computer Services	$25,000	$21,736	$30,000	121
19.0	Director, Educational Media Services	$18,660	$15,862	$20,835	47
20.0	Director, Institutional Research	$23,100	$19,100	$27,886	34
21.0	Director, Special and Deferred Gifts	$24,500	$21,102	$29,000	64
22.0	Administrator, Grants and Contracts	$22,672	$19,037	$24,000	35
23.0	Director, Affirmative Action/Equal Employment	$20,000	$15,000	$22,572	13
25.0	Comptroller	$25,500	$22,250	$29,700	111
26.0	Director, Internal Audit	$20,805	$17,000	$22,239	13
27.0	Bursar	$16,779	$14,500	$20,000	25
28.0	Director, Food Services	$24,500	$20,500	$27,180	51
29.0	Director, Physical Plant	$24,400	$21,290	$30,000	141
30.0	Director, Purchasing	$18,800	$16,400	$22,415	55
31.0	Director, Bookstore	$15,522	$13,036	$19,600	111
32.0	Director, Campus Security	$18,000	$15,000	$21,000	94
33.0	Director, Information Systems	$22,700	$18,200	$27,800	13
34.0	Director, News Bureau	$16,500	$14,817	$21,600	40
35.0	Director, Auxiliary Services	$22,400	$17,000	$27,892	27
36.0	Director, Admissions	$27,000	$22,500	$32,100	137
37.0	Director, Foreign Students	$17,556	$14,400	$22,154	15
38.0	Director, International Studies Education	$22,909	$16,050	$28,800	12
39.0	Director, Student Financial Aid	$21,200	$18,000	$23,800	145
40.0	Director, Student Placement	$19,300	$16,991	$22,000	126
41.0	Director, Student Counseling	$21,494	$19,100	$26,500	100
42.0	Director, Student Union	$17,900	$16,500	$21,650	60
43.0	Director, Student Health Services (Physician Administrator)	$36,300	$23,250	$44,984	31
44.0	Director, Student Health Services (Nurse Administrator)	$16,200	$13,800	$19,320	83
45.0	Director, Student Housing	$16,300	$13,200	$19,250	112
46.0	Director, Athletics	$27,200	$22,500	$32,000	110
47.0	Director, Athletics/Men	$31,500	$24,885	$35,075	11
48.0	Director, Athletics/Women	$19,200	$16,738	$25,400	18
49.0	Director, Campus Recreation/Intramurals	$15,500	$11,220	$21,867	28
50.0	Director, Alumni Affairs	$19,380	$16,632	$25,380	131
51.0	Director, Information Office	$19,888	$16,140	$22,667	53
52.0	Director, Community Services	$23,018	$19,000	$26,920	22
54.0	Director, Publications	$18,750	$16,075	$22,500	39
56.0	Chief Planning and Budget Officer	$32,589	$31,625	$33,300	9
57.0	Chief Development and Public Relations Officer	$40,000	$30,354	$42,700	21
58.0	Director, Personnel and Affirmative Action	$19,700	$16,498	$21,800	19
59.0	Director, Admissions and Financial Aid	$28,700	$24,000	$37,000	13
64.0	Dean, Arts and Letters	$28,536	$24,735	$30,400	5
65.0	Dean, Arts and Sciences	$31,411	$25,275	$41,789	10
66.0	Dean, Business	$28,500	$24,226	$33,553	24
67.0	Dean, Communications	$26,450	$23,212	$29,200	8
68.0	Dean, Continuing Education	$26,860	$22,300	$29,900	43
70.0	Dean, Education	$27,640	$22,256	$31,387	22
74.0	Dean, Fine Arts	$29,494	$27,060	$33,553	19
75.0	Dean, Graduate Programs	$29,360	$21,000	$31,889	27
78.0	Dean, Humanities	$27,212	$23,404	$31,400	15
82.0	Dean, Mathematics	$24,046	$21,733	$29,397	10
84.0	Dean, Music	$24,000	$22,799	$27,510	12
85.0	Dean, Nursing	$29,106	$27,360	$34,364	18
89.0	Dean, Sciences	$30,400	$26,267	$33,553	21
90.0	Dean, Social Sciences	$26,400	$23,760	$32,300	21
91.0	Dean, Social Work	$20,600	$19,800	$33,700	6
92.0	Dean, Special Programs	$26,400	$25,318	$30,000	6
93.0	Dean, Undergraduate Programs	$32,374	$31,000	$39,800	8

Table 34
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 2,500 OR MORE

MEASURE: Salary **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 2,500 or more.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 38.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$67,000	$54,377	$74,000	32
3.0	Executive Vice President	$50,400	$40,000	$61,500	7
4.0	Chief Academic Officer	$48,400	$42,361	$56,598	34
5.0	Chief Business Officer	$44,000	$40,000	$52,520	37
6.0	Chief Student Affairs Officer	$39,875	$34,000	$43,900	35
7.0	Chief Development Officer	$40,500	$36,900	$51,500	24
8.0	Chief Public Relations Officer	$27,750	$24,185	$31,400	19
9.0	Chief Planning Officer	$36,152	$32,100	$47,728	6
10.0	Director, Personnel/Human Resources	$23,600	$19,769	$27,250	20
12.0	Chief Budgeting Officer	$27,000	$26,600	$35,640	5
14.0	Registrar	$26,966	$23,604	$32,345	35
16.0	Director, Learning Resources Center	$31,513	$27,42[illegible]	$35,750	8
17.0	Director, Library Services	$31,991	$29,896	$35,200	35
18.0	Director, Computer Services	$32,000	$27,000	$37,878	34
19.0	Director, Educational Media Services	$18,150	$16,000	$20,950	11
20.0	Director, Institutional Research	$22,461	$20,757	$30,000	8
21.0	Director, Special and Deferred Gifts	$25,200	$20,135	$29,300	15
22.0	Administrator, Grants and Contracts	$25,300	$21,588	$33,360	9
23.0	Director, Affirmative Action/Equal Employment	$22,300	$16,000	$27,750	11
25.0	Comptroller	$32,534	$29,500	$37,000	34
26.0	Director, Internal Audit	$26,000	$18,420	$30,000	7
27.0	Bursar	$19,000	$17,864	$24,000	14
28.0	Director, Food Services	$28,400	$25,000	$38,000	9
29.0	Director, Physical Plant	$31,200	$27,000	$35,100	35
30.0	Director, Purchasing	$23,694	$20,000	$25,000	22
31.0	Director, Bookstore	$21,470	$17,179	$24,500	20
32.0	Director, Campus Security	$22,600	$20,000	$24,400	31
33.0	Director, Information Systems	$27,500	$23,500	$34,100	6
34.0	Director, News Bureau	$18,000	$15,500	$23,873	12
35.0	Director, Auxiliary Services	$31,400	$27,500	$42,547	7
36.0	Director, Admissions	$31,100	$29,000	$33,500	33
38.0	Director, International Studies Education	$27,800	$24,650	$28,000	5
39.0	Director, Student Financial Aid	$25,050	$22,000	$27,942	36
40.0	Director, Student Placement	$22,700	$20,000	$26,000	32
41.0	Director, Student Counseling	$27,000	$23,500	$30,484	29
42.0	Director, Student Union	$22,177	$17,610	$25,000	18
43.0	Director, Student Health Services (Physician Administrator)	$40,236	$39,750	$50,031	9
44.0	Director, Student Health Services (Nurse Administrator)	$18,153	$16,615	$20,232	13
45.0	Director, Student Housing	$20,545	$18,000	$24,000	29
46.0	Director, Athletics	$33,150	$30,000	$38,100	30
49.0	Director, Campus Recreation/Intramurals	$20,758	$16,000	$23,300	16
50.0	Director, Alumni Affairs	$24,542	$20,500	$29,000	32
51.0	Director, Information Office	$24,750	$19,625	$28,700	16
54.0	Director, Publications	$21,060	$19,529	$24,200	13
57.0	Chief Development and Public Relations Officer	$47,682	$42,500	$51,100	11
58.0	Director, Personnel and Affirmative Action	$29,900	$25,530	$31,300	10
65.0	Dean, Arts and Sciences	$43,000	$38,700	$50,600	15
66.0	Dean, Business	$45,775	$37,500	$54,000	18
68.0	Dean, Continuing Education	$36,500	$27,500	$41,000	20
70.0	Dean, Education	$40,000	$30,000	$47,040	8
71.0	Dean, Engineering	$49,200	$42,532	$51,500	7
75.0	Dean, Graduate Programs	$38,200	$32,200	$47,792	13
84.0	Dean, Music	$38,015	$36,800	$39,000	5

Table 35
ALL 2-YEAR COLLEGES

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 447.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,600	$48,500	$67,000	61
2.0	Chief Executive Officer, Single Institution	$46,461	$41,861	$52,000	398
3.0	Executive Vice President	$41,189	$34,500	$46,496	95
4.0	Chief Academic Officer	$36,630	$32,820	$42,265	374
5.0	Chief Business Officer	$34,936	$30,000	$40,700	395
6.0	Chief Student Affairs Officer	$33,612	$29,067	$38,504	376
7.0	Chief Development Officer	$28,688	$23,748	$35,700	90
8.0	Chief Public Relations Officer	$25,848	$20,182	$31,260	156
9.0	Chief Planning Officer	$33,120	$29,685	$40,900	70
10.0	Director, Personnel/Human Resources	$30,456	$24,702	$35,672	132
11.0	Chief Health Professions Officer	$32,182	$27,600	$36,684	34
12.0	Chief Budgeting Officer	$29,824	$24,149	$35,428	79
13.0	Director, Legal Services	$33,000	$22,494	$35,428	14
14.0	Registrar	$25,420	$19,880	$31,392	301
16.0	Director, Learning Resources Center	$29,200	$24,868	$33,836	221
17.0	Director, Library Services	$26,416	$21,080	$31,158	243
18.0	Director, Computer Services	$28,200	$23,950	$33,252	233
19.0	Director, Educational Media Services	$23,014	$19,800	$31,105	108
20.0	Director, Institutional Research	$27,900	$23,201	$32,000	134
21.0	Director, Special and Deferred Gifts	$27,903	$24,444	$32,321	7
22.0	Administrator, Grants and Contracts	$27,512	$23,023	$31,872	69
23.0	Director, Affirmative Action/Equal Employment	$25,688	$21,285	$32,604	61
24.0	Director, Employee Training	$33,000	$25,655	$36,500	9
25.0	Comptroller	$27,000	$22,435	$32,547	190
26.0	Director, Internal Audit	$27,100	$23,182	$30,798	39
27.0	Bursar	$19,350	$17,209	$24,295	46
28.0	Director, Food Services	$19,664	$15,682	$23,622	84
29.0	Director, Physical Plant	$26,316	$20,896	$30,553	296
30.0	Director, Purchasing	$23,154	$18,230	$28,146	144
31.0	Director, Bookstore	$16,721	$13,910	$21,478	181
32.0	Director, Campus Security	$20,604	$15,895	$24,901	136
33.0	Director, Information Systems	$33,150	$28,146	$36,708	42
34.0	Director, News Bureau	$22,426	$14,616	$25,913	15
35.0	Director, Auxiliary Services	$25,155	$20,400	$31,860	62
36.0	Director, Admissions	$25,644	$21,535	$31,344	208
37.0	Director, Foreign Students	$25,281	$15,626	$27,067	8
38.0	Director, International Studies Education	$30,400	$29,300	$31,500	9
39.0	Director, Student Financial Aid	$23,280	$18,844	$28,059	322
40.0	Director, Student Placement	$22,600	$19,730	$26,739	144
41.0	Director, Student Counseling	$27,427	$23,400	$32,230	226
42.0	Director, Student Union	$25,463	$19,956	$30,374	105
43.0	Director, Student Health Services (Physician Administrator)	$25,132	$18,213	$33,289	6
44.0	Director, Student Health Services (Nurse Administrator)	$18,500	$16,294	$22,597	77
45.0	Director, Student Housing	$17,012	$15,000	$22,934	37
46.0	Director, Athletics	$29,500	$24,825	$34,522	154
47.0	Director, Athletics/Men	$29,491	$25,909	$36,233	10
48.0	Director, Athletics/Women	$28,986	$28,210	$32,089	9
49.0	Director, Campus Recreation/Intramurals	$23,023	$18,048	$27,728	48
50.0	Director, Alumni Affairs	$16,000	$12,600	$22,108	26
51.0	Director, Information Office	$21,264	$17,893	$26,494	105
52.0	Director, Community Services	$29,172	$24,500	$34,437	166
54.0	Director, Publications	$23,588	$18,708	$24,790	16
55.0	Director, Risk Management and Insurance	$22,409	$17,500	$27,000	6
56.0	Chief Planning and Budget Officer	$34,004	$30,240	$38,100	11
57.0	Chief Development and Public Relations Officer	$27,864	$22,644	$33,134	30
58.0	Director, Personnel and Affirmative Action	$24,024	$21,341	$32,084	77
59.0	Director, Admissions and Financial Aid	$26,487	$21,350	$31,900	36
61.0	Director, Development and Alumni Affairs	$31,881	$18,700	$33,331	10
63.0	Dean, Agriculture	$30,400	$28,800	$34,467	22
64.0	Dean, Arts and Letters	$35,370	$30,657	$39,005	23
65.0	Dean, Arts and Sciences	$32,120	$29,054	$38,348	74
66.0	Dean, Business	$31,621	$27,893	$35,498	164
67.0	Dean, Communications	$30,342	$27,047	$34,667	46
68.0	Dean, Continuing Education	$31,326	$27,138	$38,237	158
69.0	Dean, Dentistry	$37,467	$31,075	$40,548	7
70.0	Dean, Education	$30,009	$26,165	$36,000	12
71.0	Dean, Engineering	$31,288	$28,900	$34,041	48
72.0	Dean, Experimental Programs	$34,075	$32,084	$37,000	6
73.0	Dean, Extension	$30,485	$28,000	$36,134	23
74.0	Dean, Fine Arts	$32,275	$29,850	$39,487	31
76.0	Dean, Health Related Professions	$32,976	$30,312	$36,800	82
77.0	Dean, Home Economics	$26,085	$24,050	$27,316	9
78.0	Dean, Humanities	$32,578	$28,725	$38,000	82
79.0	Dean, Instruction	$40,396	$35,000	$43,860	37
81.0	Dean, Library and Information Sciences	$30,980	$27,320	$37,000	11
82.0	Dean, Mathematics	$31,568	$29,150	$38,169	43
84.0	Dean, Music	$31,524	$30,315	$32,882	5
85.0	Dean, Nursing	$30,420	$27,000	$34,687	69
86.0	Dean, Occupation Studies/Vocational Education/Technology	$33,319	$30,200	$38,169	168
89.0	Dean, Sciences	$33,732	$29,987	$37,000	89
90.0	Dean, Social Sciences	$32,000	$28,000	$36,039	100
92.0	Dean, Special Programs	$29,390	$25,480	$34,600	34
93.0	Dean, Undergraduate Programs	$33,000	$29,683	$38,365	10

Table 36
2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 46.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$35,294	$29,757	$40,930	42
3.0	Executive Vice President	$20,576	$20,409	$27,936	5
4.0	Chief Academic Officer	$27,210	$22,460	$34,750	37
5.0	Chief Business Officer	$24,432	$19,815	$30,800	33
6.0	Chief Student Affairs Officer	$23,136	$19,835	$28,426	28
7.0	Chief Development Officer	$22,700	$19,000	$27,500	17
8.0	Chief Public Relations Officer	$12,000	$10,112	$15,000	12
14.0	Registrar	$16,267	$13,845	$18,500	27
16.0	Director, Learning Resources Center	$18,856	$12,996	$26,343	10
17.0	Director, Library Services	$18,504	$15,928	$21,900	26
25.0	Comptroller	$18,550	$14,500	$22,602	11
28.0	Director, Food Services	$12,000	$8,522	$13,482	12
29.0	Director, Physical Plant	$14,677	$12,129	$19,433	19
31.0	Director, Bookstore	$10,500	$8,400	$12,291	14
32.0	Director, Campus Security	$14,541	$9,990	$18,309	5
36.0	Director, Admissions	$17,816	$12,907	$19,026	16
39.0	Director, Student Financial Aid	$13,333	$10,667	$16,600	24
41.0	Director, Student Counseling	$16,200	$14,325	$20,888	15
46.0	Director, Athletics	$17,690	$13,086	$19,785	12
50.0	Director, Alumni Affairs	$15,712	$11,864	$17,250	7
52.0	Director, Community Services	$24,500	$18,000	$25,000	5
59.0	Director, Admissions and Financial Aid	$21,350	$18,180	$24,890	7
66.0	Dean, Business	$25,351	$13,694	$26,105	7
68.0	Dean, Continuing Education	$27,138	$12,000	$28,655	5
86.0	Dean, Occupation Studies/Vocational Education/Technology	$15,264	$15,208	$16,800	5
90.0	Dean, Social Sciences	$24,733	$13,694	$26,297	5

Table 37
2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 55.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$42,500	$37,154	$46,800	51
3.0	Executive Vice President	$33,660	$29,283	$41,140	12
4.0	Chief Academic Officer	$32,000	$28,000	$35,819	45
5.0	Chief Business Officer	$30,700	$24,244	$34,598	48
6.0	Chief Student Affairs Officer	$27,895	$24,814	$32,800	44
7.0	Chief Development Officer	$20,891	$19,605	$27,700	8
8.0	Chief Public Relations Officer	$17,875	$15,283	$21,305	13
11.0	Chief Health Professions Officer	$25,135	$21,876	$27,698	5
14.0	Registrar	$20,796	$16,675	$25,400	36
16.0	Director, Learning Resources Center	$24,868	$20,860	$29,567	22
17.0	Director, Library Services	$22,222	$19,333	$24,970	36
18.0	Director, Computer Services	$21,000	$18,735	$27,999	17
19.0	Director, Educational Media Services	$23,875	$16,860	$31,423	5
20.0	Director, Institutional Research	$26,367	$21,600	$28,467	9
25.0	Comptroller	$21,900	$18,551	$23,874	16
27.0	Bursar	$17,209	$16,600	$22,238	6
28.0	Director, Food Services	$16,775	$16,000	$18,051	10
29.0	Director, Physical Plant	$19,500	$17,930	$22,570	28
31.0	Director, Bookstore	$12,541	$11,228	$15,778	13
32.0	Director, Campus Security	$13,671	$9,818	$18,000	6
36.0	Director, Admissions	$21,585	$19,520	$27,410	25
39.0	Director, Student Financial Aid	$19,628	$16,500	$24,096	35
40.0	Director, Student Placement	$16,174	$14,376	$21,211	10
41.0	Director, Student Counseling	$22,184	$19,691	$27,452	19
42.0	Director, Student Union	$22,944	$22,797	$24,141	5
45.0	Director, Student Housing	$15,120	$12,288	$18,000	8
46.0	Director, Athletics	$24,411	$21,122	$31,021	14
51.0	Director, Information Office	$17,835	$17,250	$18,918	5
52.0	Director, Community Services	$25,186	$22,800	$29,091	20
57.0	Chief Development and Public Relations Officer	$23,879	$23,436	$24,000	5
58.0	Director, Personnel and Affirmative Action	$16,800	$13,600	$21,900	8
59.0	Director, Admissions and Financial Aid	$20,778	$17,820	$24,290	8
65.0	Dean, Arts and Sciences	$30,875	$27,152	$32,269	6
66.0	Dean, Business	$26,000	$22,760	$30,467	9
68.0	Dean, Continuing Education	$25,404	$22,500	$32,472	7
85.0	Dean, Nursing	$26,998	$26,107	$33,920	5
86.0	Dean, Occupation Studies/Vocational Education/Technology	$29,364	$28,028	$33,965	11
89.0	Dean, Sciences	$28,306	$26,474	$32,800	6
90.0	Dean, Social Sciences	$28,000	$26,581	$30,600	5

Table 38
2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 139.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$47,500	$44,000	$50,059	9
2.0	Chief Executive Officer, Single Institution	$44,240	$41,662	$48,500	133
3.0	Executive Vice President	$39,440	$34,812	$42,015	22
4.0	Chief Academic Officer	$35,630	$33,000	$37,544	125
5.0	Chief Business Officer	$33,060	$28,910	$35,815	128
6.0	Chief Student Affairs Officer	$32,080	$28,705	$34,950	127
7.0	Chief Development Officer	$29,714	$23,748	$36,500	26
8.0	Chief Public Relations Officer	$23,393	$18,500	$26,942	44
9.0	Chief Planning Officer	$31,020	$27,000	$32,448	19
10.0	Director, Personnel/Human Resources	$23,979	$20,103	$29,032	21
11.0	Chief Health Professions Officer	$31,962	$29,577	$34,645	7
12.0	Chief Budgeting Officer	$24,140	$20,657	$28,194	17
14.0	Registrar	$24,000	$19,992	$27,488	96
16.0	Director, Learning Resources Center	$26,568	$22,985	$29,796	71
17.0	Director, Library Services	$25,280	$20,698	$28,427	83
18.0	Director, Computer Services	$24,622	$21,300	$28,183	82
19.0	Director, Educational Media Services	$20,595	$17,600	$22,922	30
20.0	Director, Institutional Research	$27,216	$22,000	$29,890	34
22.0	Administrator, Grants and Contracts	$24,708	$22,415	$28,655	15
23.0	Director, Affirmative Action/Equal Employment	$21,780	$19,598	$25,688	13
25.0	Comptroller	$23,550	$20,640	$27,000	46
27.0	Bursar	$18,068	$13,000	$22,968	7
28.0	Director, Food Services	$16,397	$14,428	$20,891	20
29.0	Director, Physical Plant	$22,416	$20,278	$26,316	88
30.0	Director, Purchasing	$19,300	$15,006	$21,341	29
31.0	Director, Bookstore	$15,240	$13,530	$18,000	63
32.0	Director, Campus Security	$16,437	$12,744	$20,955	24
33.0	Director, Information Systems	$24,962	$23,590	$27,717	5
35.0	Director, Auxiliary Services	$21,957	$17,430	$28,056	19
36.0	Director, Admissions	$24,622	$21,700	$28,723	69
39.0	Director, Student Financial Aid	$20,744	$18,400	$23,970	105
40.0	Director, Student Placement	$20,900	$19,119	$24,076	48
41.0	Director, Student Counseling	$24,491	$21,975	$27,095	69
42.0	Director, Student Union	$20,172	$17,218	$25,634	29
44.0	Director, Student Health Services (Nurse Administrator)	$17,815	$16,100	$20,413	22
45.0	Director, Student Housing	$15,908	$15,495	$26,117	10
46.0	Director, Athletics	$28,320	$24,825	$32,829	45
49.0	Director, Campus Recreation/Intramurals	$23,023	$18,304	$26,348	18
51.0	Director, Information Office	$17,508	$15,052	$21,405	32
52.0	Director, Community Services	$27,500	$21,876	$30,423	56
57.0	Chief Development and Public Relations Officer	$27,864	$22,644	$32,796	11
58.0	Director, Personnel and Affirmative Action	$22,220	$19,825	$27,820	25
59.0	Director, Admissions and Financial Aid	$26,000	$25,077	$33,555	10
63.0	Dean, Agriculture	$28,800	$28,040	$30,400	6
64.0	Dean, Arts and Letters	$30,046	$29,100	$33,887	6
65.0	Dean, Arts and Sciences	$28,200	$26,597	$32,755	16
66.0	Dean, Business	$28,481	$26,124	$33,000	50
67.0	Dean, Communications	$28,304	$26,521	$30,513	10
68.0	Dean, Continuing Education	$28,000	$24,685	$32,348	51
71.0	Dean, Engineering	$29,988	$27,000	$30,579	11
73.0	Dean, Extension	$29,313	$25,098	$35,573	10
76.0	Dean, Health Related Professions	$31,310	$26,412	$34,487	21
78.0	Dean, Humanities	$31,465	$26,639	$32,315	28
82.0	Dean, Mathematics	$30,550	$29,865	$33,275	9
85.0	Dean, Nursing	$27,739	$25,793	$31,566	27
86.0	Dean, Occupation Studies/Vocational Education/Technology	$31,916	$28,994	$33,996	55
89.0	Dean, Sciences	$30,975	$29,410	$33,000	26
90.0	Dean, Social Sciences	$28,830	$26,160	$33,184	22
92.0	Dean, Special Programs	$24,000	$20,891	$27,905	12

Table 39
2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 97.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$55,448	$46,836	$75,000	18
2.0	Chief Executive Officer, Single Institution	$49,000	$44,800	$53,644	85
3.0	Executive Vice President	$38,400	$34,476	$43,000	21
4.0	Chief Academic Officer	$40,000	$36,225	$43,300	77
5.0	Chief Business Officer	$36,876	$33,000	$40,226	85
6.0	Chief Student Affairs Officer	$36,000	$31,097	$40,110	86
7.0	Chief Development Officer	$28,688	$26,858	$33,360	18
8.0	Chief Public Relations Officer	$26,235	$23,818	$31,078	37
9.0	Chief Planning Officer	$36,700	$30,340	$41,058	19
10.0	Director, Personnel/Human Resources	$27,569	$23,500	$33,802	38
11.0	Chief Health Professions Officer	$25,152	$24,881	$34,125	6
12.0	Chief Budgeting Officer	$29,823	$25,456	$33,300	20
14.0	Registrar	$28,000	$22,249	$31,523	65
16.0	Director, Learning Resources Center	$30,000	$26,380	$32,273	52
17.0	Director, Library Services	$29,000	$25,843	$32,700	44
18.0	Director, Computer Services	$28,668	$26,633	$33,013	57
19.0	Director, Educational Media Services	$21,492	$18,161	$26,093	30
20.0	Director, Institutional Research	$26,389	$23,201	$29,697	32
22.0	Administrator, Grants and Contracts	$27,638	$24,200	$32,726	23
23.0	Director, Affirmative Action/Equal Employment	$21,624	$18,356	$30,800	10
25.0	Comptroller	$28,300	$23,015	$32,700	54
26.0	Director, Internal Audit	$23,000	$22,500	$29,060	6
27.0	Bursar	$19,350	$16,404	$24,587	15
28.0	Director, Food Services	$20,616	$16,268	$23,631	20
29.0	Director, Physical Plant	$27,628	$23,603	$31,723	73
30.0	Director, Purchasing	$23,300	$20,028	$26,130	45
31.0	Director, Bookstore	$18,210	$15,572	$21,487	41
32.0	Director, Campus Security	$19,890	$16,524	$23,994	46
33.0	Director, Information Systems	$33,180	$32,074	$36,708	~~15~~
35.0	Director, Auxiliary Services	$23,000	$20,500	$30,247	13
36.0	Director, Admissions	$28,531	$23,460	$31,860	53
39.0	Director, Student Financial Aid	$24,961	$21,000	$28,713	72
40.0	Director, Student Placement	$23,088	$20,000	$28,588	39
41.0	Director, Student Counseling	$29,700	$25,717	$32,700	55
42.0	Director, Student Union	$26,875	$21,753	$30,380	33
44.0	Director, Student Health Services (Nurse Administrator)	$19,800	$17,626	$22,923	21
45.0	Director, Student Housing	$17,012	$12,500	$20,687	8
46.0	Director, Athletics	$29,500	$26,850	$34,957	39
49.0	Director, Campus Recreation/Intramurals	$19,200	$14,950	$21,341	12
50.0	Director, Alumni Affairs	$19,801	$13,636	$23,436	8
51.0	Director, Information Office	$21,890	$20,556	$24,025	29
52.0	Director, Community Services	$30,073	$27,994	$36,717	46
57.0	Chief Development and Public Relations Officer	$30,870	$21,383	$35,700	8
58.0	Director, Personnel and Affirmative Action	$24,574	$21,854	$33,270	25
59.0	Director, Admissions and Financial Aid	$32,621	$29,658	$35,600	9
63.0	Dean, Agriculture	$31,449	$29,423	$32,527	8
64.0	Dean, Arts and Letters	$38,348	$34,929	$38,627	5
65.0	Dean, Arts and Sciences	$31,449	$29,259	$35,234	25
66.0	Dean, Business	$32,057	$30,005	$34,264	52
67.0	Dean, Communications	$30,166	$29,489	$33,500	12
68.0	Dean, Continuing Education	$31,326	$28,253	$35,565	43
70.0	Dean, Education	$31,073	$30,009	$32,835	5
71.0	Dean, Engineering	$32,235	$28,486	$35,342	19
73.0	Dean, Extension	$28,115	$28,000	$30,624	5
74.0	Dean, Fine Arts	$29,850	$28,776	$38,169	7
76.0	Dean, Health Related Professions	$32,319	$31,000	$33,958	29
78.0	Dean, Humanities	$32,757	$30,877	$37,069	24
79.0	Dean, Instruction	$38,798	$33,944	$42,423	15
82.0	Dean, Mathematics	$33,976	$29,622	$38,169	14
85.0	Dean, Nursing	$31,250	$29,103	$34,687	17
86.0	Dean, Occupation Studies/Vocational Education/Technology	$34,152	$31,759	$38,018	41
89.0	Dean, Sciences	$33,828	$30,988	$36,100	20
90.0	Dean, Social Sciences	$32,005	$30,759	$35,665	32
92.0	Dean, Special Programs	$30,684	$28,078	$31,469	10

Table 40
2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 66.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$54,000	$51,900	$59,789	9
2.0	Chief Executive Officer, Single Institution	$53,000	$49,500	$57,000	58
3.0	Executive Vice President	$43,751	$39,766	$46,290	18
4.0	Chief Academic Officer	$42,822	$39,532	$47,352	55
5.0	Chief Business Officer	$41,976	$37,500	$46,000	62
6.0	Chief Student Affairs Officer	$40,000	$36,175	$43,871	59
7.0	Chief Development Officer	$32,300	$26,086	$36,030	12
8.0	Chief Public Relations Officer	$31,940	$26,900	$36,700	31
9.0	Chief Planning Officer	$39,473	$34,300	$41,579	17
10.0	Director, Personnel/Human Resources	$32,800	$27,204	$38,414	37
11.0	Chief Health Professions Officer	$33,300	$30,284	$39,380	7
12.0	Chief Budgeting Officer	$34,305	$31,852	$34,980	17
14.0	Registrar	$31,449	$25,402	$33,782	52
16.0	Director, Learning Resources Center	$33,836	$30,800	$38,940	38
17.0	Director, Library Services	$31,975	$29,276	$37,765	34
18.0	Director, Computer Services	$32,375	$28,248	$36,070	44
19.0	Director, Educational Media Services	$26,100	$23,133	$33,025	26
20.0	Director, Institutional Research	$29,085	$23,400	$35,071	37
22.0	Administrator, Grants and Contracts	$28,006	$26,800	$36,175	16
23.0	Director, Affirmative Action/Equal Employment	$27,321	$21,285	$36,263	19
25.0	Comptroller	$31,485	$27,540	$33,000	40
26.0	Director, Internal Audit	$23,182	$22,180	$28,005	10
27.0	Bursar	$19,589	$19,000	$23,292	10
28.0	Director, Food Services	$23,500	$20,850	$27,129	16
29.0	Director, Physical Plant	$30,360	$27,900	$34,157	54
30.0	Director, Purchasing	$24,948	$21,168	$29,684	38
31.0	Director, Bookstore	$21,660	$18,500	$24,692	32
32.0	Director, Campus Security	$21,900	$19,895	$27,417	32
33.0	Director, Information Systems	$33,112	$28,275	$38,956	12
35.0	Director, Auxiliary Services	$29,300	$24,007	$31,450	16
36.0	Director, Admissions	$29,783	$25,220	$33,505	32
39.0	Director, Student Financial Aid	$27,823	$24,000	$32,699	55
40.0	Director, Student Placement	$24,844	$21,750	$29,300	29
41.0	Director, Student Counseling	$32,182	$29,047	$36,247	44
42.0	Director, Student Union	$27,468	$20,000	$34,895	26
44.0	Director, Student Health Services (Nurse Administrator)	$20,000	$17,691	$24,560	20
45.0	Director, Student Housing	$18,726	$18,628	$21,500	5
46.0	Director, Athletics	$32,150	$29,180	$36,609	30
51.0	Director, Information Office	$24,200	$19,260	$27,557	23
52.0	Director, Community Services	$32,579	$29,090	$40,431	25
54.0	Director, Publications	$23,650	$21,988	$23,978	9
58.0	Director, Personnel and Affirmative Action	$31,409	$26,947	$34,895	10
64.0	Dean, Arts and Letters	$35,872	$35,220	$39,521	6
65.0	Dean, Arts and Sciences	$38,520	$32,000	$44,553	20
66.0	Dean, Business	$34,000	$30,055	$38,808	31
67.0	Dean, Communications	$31,837	$27,047	$35,450	14
68.0	Dean, Continuing Education	$38,632	$33,900	$42,000	34
71.0	Dean, Engineering	$34,041	$32,192	$37,580	14
73.0	Dean, Extension	$39,714	$35,802	$45,028	5
74.0	Dean, Fine Arts	$32,800	$31,830	$40,861	14
76.0	Dean, Health Related Professions	$36,800	$31,815	$39,305	21
78.0	Dean, Humanities	$33,988	$32,776	$39,714	13
79.0	Dean, Instruction	$40,538	$40,396	$45,030	6
82.0	Dean, Mathematics	$32,416	$29,705	$37,757	13
85.0	Dean, Nursing	$32,724	$29,881	$36,634	12
86.0	Dean, Occupation Studies/Vocational Education/Technology	$37,992	$35,500	$42,000	34
89.0	Dean, Sciences	$36,634	$33,732	$39,487	19
90.0	Dean, Social Sciences	$34,469	$30,408	$38,693	23
92.0	Dean, Special Programs	$35,411	$29,390	$42,452	6

Table 41
2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,978	$57,732	$67,319	19
2.0	Chief Executive Officer, Single Institution	$53,668	$48,322	$60,000	28
3.0	Executive Vice President	$51,600	$46,930	$55,398	16
4.0	Chief Academic Officer	$48,280	$42,163	$51,807	31
5.0	Chief Business Officer	$46,930	$41,960	$51,170	36
6.0	Chief Student Affairs Officer	$41,064	$37,252	$46,952	29
7.0	Chief Development Officer	$36,491	$34,433	$41,752	9
8.0	Chief Public Relations Officer	$30,785	$25,848	$40,100	18
9.0	Chief Planning Officer	$41,199	$37,000	$44,836	9
10.0	Director, Personnel/Human Resources	$36,142	$32,000	$41,751	29
11.0	Chief Health Professions Officer	$38,592	$36,684	$43,440	7
12.0	Chief Budgeting Officer	$37,452	$28,477	$42,661	19
13.0	Director, Legal Services	$33,960	$26,183	$35,428	8
14.0	Registrar	$32,700	$27,630	$37,271	25
16.0	Director, Learning Resources Center	$37,000	$30,924	$41,501	24
17.0	Director, Library Services	$35,000	$32,828	$39,492	20
18.0	Director, Computer Services	$35,665	$33,357	$41,250	29
19.0	Director, Educational Media Services	$32,547	$31,105	$37,271	14
20.0	Director, Institutional Research	$34,107	$28,800	$40,393	20
22.0	Administrator, Grants and Contracts	$25,603	$23,071	$31,872	10
23.0	Director, Affirmative Action/Equal Employment	$31,600	$29,340	$36,088	17
25.0	Comptroller	$35,952	$31,406	$38,379	23
26.0	Director, Internal Audit	$29,316	$26,880	$33,167	17
27.0	Bursar	$23,000	$19,040	$28,951	6
28.0	Director, Food Services	$22,843	$18,665	$32,378	6
29.0	Director, Physical Plant	$32,728	$28,663	$39,504	33
30.0	Director, Purchasing	$29,436	$24,678	$34,103	25
31.0	Director, Bookstore	$26,472	$22,620	$27,553	18
32.0	Director, Campus Security	$25,584	$19,991	$34,355	23
33.0	Director, Information Systems	$33,500	$31,207	$36,318	10
35.0	Director, Auxiliary Services	$33,499	$27,000	$40,758	8
36.0	Director, Admissions	$33,551	$32,419	$39,305	13
39.0	Director, Student Financial Aid	$31,706	$27,512	$35,704	30
40.0	Director, Student Placement	$25,876	$22,888	$33,793	16
41.0	Director, Student Counseling	$34,227	$28,454	$41,895	24
42.0	Director, Student Union	$28,212	$26,156	$33,551	10
44.0	Director, Student Health Services (Nurse Administrator)	$16,683	$14,520	$32,987	6
46.0	Director, Athletics	$37,271	$33,551	$40,372	14
47.0	Director, Athletics/Men	$32,813	$29,491	$43,826	5
49.0	Director, Campus Recreation/Intramurals	$34,109	$30,599	$34,584	5
51.0	Director, Information Office	$26,200	$20,836	$33,782	14
52.0	Director, Community Services	$40,944	$35,466	$45,029	13
55.0	Director, Risk Management and Insurance	$25,750	$22,409	$27,000	5
58.0	Director, Personnel and Affirmative Action	$35,901	$30,960	$38,856	8
65.0	Dean, Arts and Sciences	$37,000	$36,868	$45,839	5
66.0	Dean, Business	$39,305	$33,719	$42,796	15
67.0	Dean, Communications	$37,271	$34,227	$41,895	6
68.0	Dean, Continuing Education	$36,684	$30,021	$43,440	16
76.0	Dean, Health Related Professions	$37,271	$33,000	$43,440	8
78.0	Dean, Humanities	$40,372	$37,271	$43,966	11
79.0	Dean, Instruction	$43,765	$37,994	$45,366	11
85.0	Dean, Nursing	$34,958	$34,254	$40,932	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	$38,856	$31,780	$43,440	20
89.0	Dean, Sciences	$39,305	$34,227	$40,758	15
90.0	Dean, Social Sciences	$36,411	$34,248	$41,724	13

Table 42
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 499 or less. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 22.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$39,429	$36,280	$42,000	20
4.0	Chief Academic Officer	$31,448	$27,183	$35,000	20
5.0	Chief Business Officer	$25,680	$23,600	$32,205	16
6.0	Chief Student Affairs Officer	$27,183	$24,796	$31,448	14
14.0	Registrar	$16,267	$13,694	$18,500	11
16.0	Director, Learning Resources Center	$22,687	$17,500	$26,343	8
17.0	Director, Library Services	$24,667	$21,779	$26,875	8
25.0	Comptroller	$20,339	$15,186	$22,602	7
29.0	Director, Physical Plant	$19,000	$14,677	$19,800	7
31.0	Director, Bookstore	$12,291	$11,500	$12,971	6
39.0	Director, Student Financial Aid	$14,176	$12,000	$20,647	9
41.0	Director, Student Counseling	$19,500	$15,600	$20,888	8
66.0	Dean, Business	$25,394	$24,344	$26,105	5

Table 43
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$42,500	$38,500	$46,800	41
3.0	Executive Vice President	$33,660	$29,099	$41,140	8
4.0	Chief Academic Officer	$32,500	$30,201	$36,370	33
5.0	Chief Business Officer	$30,800	$27,000	$34,598	37
6.0	Chief Student Affairs Officer	$29,401	$26,324	$34,000	35
8.0	Chief Public Relations Officer	$15,552	$11,634	$27,350	10
11.0	Chief Health Professions Officer	$25,135	$21,876	$27,698	5
14.0	Registrar	$21,952	$19,424	$25,608	28
16.0	Director, Learning Resources Center	$25,132	$21,499	$30,187	19
17.0	Director, Library Services	$24,143	$21,080	$27,500	26
18.0	Director, Computer Services	$23,436	$20,000	$27,999	13
19.0	Director, Educational Media Services	$23,875	$16,860	$31,423	5
20.0	Director, Institutional Research	$22,042	$21,600	$28,467	6
25.0	Comptroller	$22,435	$19,953	$25,000	12
27.0	Bursar	$18,000	$17,209	$22,238	5
28.0	Director, Food Services	$17,000	$16,248	$21,000	7
29.0	Director, Physical Plant	$20,256	$18,121	$25,000	24
31.0	Director, Bookstore	$12,541	$11,814	$13,800	9
36.0	Director, Admissions	$22,188	$20,620	$27,410	15
39.0	Director, Student Financial Aid	$20,388	$19,000	$24,120	28
40.0	Director, Student Placement	$19,896	$16,174	$21,211	5
41.0	Director, Student Counseling	$22,184	$20,240	$27,452	15
46.0	Director, Athletics	$28,855	$22,235	$32,321	10
52.0	Director, Community Services	$25,186	$22,800	$29,091	20
58.0	Director, Personnel and Affirmative Action	$19,237	$14,054	$22,391	7
59.0	Director, Admissions and Financial Aid	$22,147	$19,250	$27,540	6
65.0	Dean, Arts and Sciences	$30,875	$27,152	$32,269	6
66.0	Dean, Business	$26,000	$22,760	$30,467	8
68.0	Dean, Continuing Education	$25,404	$23,467	$32,472	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	$29,364	$28,028	$33,965	11
89.0	Dean, Sciences	$28,306	$26,474	$32,800	6
90.0	Dean, Social Sciences	$28,000	$26,581	$30,600	5

Table 44
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 134.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$47,500	$44,000	$50,059	9
2.0	Chief Executive Officer, Single Institution	$44,125	$41,580	$48,375	128
3.0	Executive Vice President	$39,340	$34,500	$42,000	19
4.0	Chief Academic Officer	$35,640	$33,683	$37,544	120
5.0	Chief Business Officer	$33,283	$29,000	$35,815	124
6.0	Chief Student Affairs Officer	$32,000	$28,705	$34,950	123
7.0	Chief Development Officer	$29,714	$23,748	$35,940	24
8.0	Chief Public Relations Officer	$23,600	$18,900	$27,000	42
9.0	Chief Planning Officer	$31,020	$27,000	$32,448	19
10.0	Director, Personnel/Human Resources	$23,979	$20,103	$29,032	21
11.0	Chief Health Professions Officer	$31,500	$29,577	$32,760	6
12.0	Chief Budgeting Officer	$23,015	$20,196	$24,687	16
14.0	Registrar	$24,000	$20,368	$27,780	91
16.0	Director, Learning Resources Center	$26,133	$22,985	$29,796	70
17.0	Director, Library Services	$25,375	$20,620	$28,570	79
18.0	Director, Computer Services	$24,650	$21,300	$28,234	79
19.0	Director, Educational Media Services	$20,595	$17,600	$22,922	30
20.0	Director, Institutional Research	$27,216	$22,000	$29,640	32
22.0	Administrator, Grants and Contracts	$24,605	$22,415	$28,655	13
23.0	Director, Affirmative Action/Equal Employment	$21,780	$19,598	$25,688	13
25.0	Comptroller	$23,550	$20,640	$27,000	44
27.0	Bursar	$18,068	$13,000	$22,968	7
28.0	Director, Food Services	$16,397	$14,428	$20,891	20
29.0	Director, Physical Plant	$22,416	$20,544	$26,316	84
30.0	Director, Purchasing	$18,230	$14,500	$21,528	27
31.0	Director, Bookstore	$15,330	$13,910	$18,000	58
32.0	Director, Campus Security	$15,125	$12,744	$20,955	22
35.0	Director, Auxiliary Services	$21,957	$17,430	$28,056	19
36.0	Director, Admissions	$24,384	$21,518	$28,500	64
39.0	Director, Student Financial Aid	$20,900	$18,400	$23,970	100
40.0	Director, Student Placement	$20,900	$19,119	$24,500	47
41.0	Director, Student Counseling	$24,912	$22,110	$27,095	65
42.0	Director, Student Union	$21,399	$18,620	$26,241	26
44.0	Director, Student Health Services (Nurse Administrator)	$17,815	$16,100	$20,413	20
45.0	Director, Student Housing	$16,397	$15,672	$26,117	9
46.0	Director, Athletics	$28,320	$24,825	$33,342	41
49.0	Director, Campus Recreation/Intramurals	$23,023	$18,304	$25,155	17
51.0	Director, Information Office	$17,650	$15,924	$21,504	30
52.0	Director, Community Services	$27,500	$21,876	$30,423	56
57.0	Chief Development and Public Relations Officer	$26,232	$22,644	$32,796	10
58.0	Director, Personnel and Affirmative Action	$22,092	$19,650	$25,146	24
59.0	Director, Admissions and Financial Aid	$26,000	$25,077	$33,555	10
63.0	Dean, Agriculture	$28,800	$28,040	$28,873	5
64.0	Dean, Arts and Letters	$30,046	$29,100	$33,887	6
65.0	Dean, Arts and Sciences	$30,230	$26,597	$34,186	14
66.0	Dean, Business	$28,481	$25,600	$32,576	48
67.0	Dean, Communications	$28,304	$26,521	$30,513	10
68.0	Dean, Continuing Education	$26,211	$24,685	$32,348	49
71.0	Dean, Engineering	$29,988	$27,000	$30,579	11
73.0	Dean, Extension	$29,313	$25,098	$35,573	10
76.0	Dean, Health Related Professions	$31,310	$26,412	$34,487	21
78.0	Dean, Humanities	$31,465	$26,639	$32,315	28
82.0	Dean, Mathematics	$30,550	$29,865	$33,275	9
85.0	Dean, Nursing	$27,739	$25,793	$31,566	27
86.0	Dean, Occupation Studies/Vocational Education/Technology	$31,916	$28,994	$33,996	55
89.0	Dean, Sciences	$31,465	$29,410	$33,000	25
90.0	Dean, Social Sciences	$28,830	$26,160	$33,184	22
92.0	Dean, Special Programs	$24,000	$20,891	$27,905	12

Table 45
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 96.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$55,448	$46,836	$75,000	18
2.0	Chief Executive Officer, Single Institution	$48,375	$44,500	$53,500	84
3.0	Executive Vice President	$38,400	$34,476	$43,000	21
4.0	Chief Academic Officer	$39,784	$36,183	$43,004	76
5.0	Chief Business Officer	$36,600	$32,941	$40,219	84
6.0	Chief Student Affairs Officer	$36,000	$31,097	$39,960	85
7.0	Chief Development Officer	$28,688	$26,858	$33,360	18
8.0	Chief Public Relations Officer	$26,235	$23,818	$31,078	37
9.0	Chief Planning Officer	$36,700	$30,340	$41,058	19
10.0	Director, Personnel/Human Resources	$27,569	$23,500	$33,400	37
11.0	Chief Health Professions Officer	$25,152	$24,881	$34,125	6
12.0	Chief Budgeting Officer	$29,823	$25,456	$33,300	20
14.0	Registrar	$28,000	$22,249	$31,523	64
16.0	Director, Learning Resources Center	$30,000	$26,380	$32,273	52
17.0	Director, Library Services	$29,000	$25,843	$32,700	43
18.0	Director, Computer Services	$28,668	$26,282	$33,013	56
19.0	Director, Educational Media Services	$21,526	$18,403	$26,093	29
20.0	Director, Institutional Research	$26,837	$23,936	$29,815	31
22.0	Administrator, Grants and Contracts	$27,638	$24,200	$32,726	23
23.0	Director, Affirmative Action/Equal Employment	$21,624	$18,356	$30,800	10
25.0	Comptroller	$28,300	$23,015	$32,700	53
26.0	Director, Internal Audit	$23,000	$22,500	$29,060	6
27.0	Bursar	$18,950	$16,404	$24,295	14
28.0	Director, Food Services	$20,616	$16,268	$23,631	20
29.0	Director, Physical Plant	$27,611	$23,431	$31,160	72
30.0	Director, Purchasing	$23,300	$19,890	$26,130	44
31.0	Director, Bookstore	$18,210	$15,572	$21,487	41
32.0	Director, Campus Security	$19,994	$16,524	$23,994	45
33.0	Director, Information Systems	$33,150	$28,146	$36,708	12
35.0	Director, Auxiliary Services	$23,000	$20,500	$30,247	13
36.0	Director, Admissions	$28,531	$23,460	$31,860	52
39.0	Director, Student Financial Aid	$24,961	$21,000	$28,726	71
40.0	Director, Student Placement	$23,088	$20,000	$28,588	39
41.0	Director, Student Counseling	$29,700	$25,902	$32,700	54
42.0	Director, Student Union	$25,992	$21,372	$30,380	32
44.0	Director, Student Health Services (Nurse Administrator)	$19,800	$17,400	$22,923	20
45.0	Director, Student Housing	$17,012	$12,500	$20,687	8
46.0	Director, Athletics	$29,500	$26,850	$34,957	39
49.0	Director, Campus Recreation/Intramurals	$19,200	$14,950	$21,341	11
50.0	Director, Alumni Affairs	$19,801	$13,636	$23,436	8
51.0	Director, Information Office	$21,500	$20,000	$24,025	28
52.0	Director, Community Services	$30,073	$27,994	$36,717	46
57.0	Chief Development and Public Relations Officer	$30,870	$21,383	$35,700	7
58.0	Director, Personnel and Affirmative Action	$24,574	$21,854	$33,270	25
59.0	Director, Admissions and Financial Aid	$32,621	$29,658	$35,600	9
63.0	Dean, Agriculture	$31,449	$29,423	$32,527	8
64.0	Dean, Arts and Letters	$38,348	$34,929	$38,627	5
65.0	Dean, Arts and Sciences	$31,200	$27,407	$33,975	24
66.0	Dean, Business	$32,057	$30,005	$34,264	52
67.0	Dean, Communications	$30,166	$29,489	$33,500	12
68.0	Dean, Continuing Education	$30,891	$28,253	$35,525	42
70.0	Dean, Education	$31,073	$30,009	$32,835	5
71.0	Dean, Engineering	$32,235	$28,486	$35,342	19
73.0	Dean, Extension	$28,115	$28,000	$30,624	5
74.0	Dean, Fine Arts	$29,850	$28,776	$38,169	7
76.0	Dean, Health Related Professions	$32,319	$31,000	$33,958	29
78.0	Dean, Humanities	$32,757	$30,877	$37,069	24
79.0	Dean, Instruction	$38,798	$33,944	$42,423	15
82.0	Dean, Mathematics	$33,976	$29,622	$38,169	14
85.0	Dean, Nursing	$31,250	$28,159	$34,687	16
86.0	Dean, Occupation Studies/Vocational Education/Technology	$34,152	$31,759	$38,018	41
89.0	Dean, Sciences	$33,828	$30,988	$36,100	20
90.0	Dean, Social Sciences	$32,005	$30,759	$35,665	32
92.0	Dean, Special Programs	$30,684	$28,078	$31,469	10

Table 46
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 65.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$54,000	$51,900	$59,789	9
2.0	Chief Executive Officer, Single Institution	$53,000	$49,500	$56,400	57
3.0	Executive Vice President	$43,751	$39,766	$46,290	18
4.0	Chief Academic Officer	$42,800	$39,532	$47,300	54
5.0	Chief Business Officer	$42,100	$37,500	$46,000	61
6.0	Chief Student Affairs Officer	$40,000	$36,175	$43,871	58
7.0	Chief Development Officer	$32,300	$26,086	$37,162	11
8.0	Chief Public Relations Officer	$31,940	$26,900	$36,700	30
9.0	Chief Planning Officer	$39,200	$31,160	$41,579	16
10.0	Director, Personnel/Human Resources	$32,800	$27,204	$38,414	37
11.0	Chief Health Professions Officer	$33,300	$30,284	$39,380	7
12.0	Chief Budgeting Officer	$34,305	$28,203	$34,980	16
14.0	Registrar	$31,449	$25,402	$34,619	51
16.0	Director, Learning Resources Center	$33,836	$30,800	$38,940	37
17.0	Director, Library Services	$31,975	$29,276	$37,765	33
18.0	Director, Computer Services	$32,438	$28,248	$36,486	43
19.0	Director, Educational Media Services	$26,955	$23,133	$33,025	25
20.0	Director, Institutional Research	$29,085	$23,400	$35,071	36
22.0	Administrator, Grants and Contracts	$28,006	$26,800	$36,175	16
23.0	Director, Affirmative Action/Equal Employment	$27,321	$21,285	$36,263	19
25.0	Comptroller	$31,485	$27,540	$33,000	40
26.0	Director, Internal Audit	$23,182	$22,180	$28,005	10
27.0	Bursar	$19,589	$19,000	$23,292	10
28.0	Director, Food Services	$23,500	$20,850	$27,129	16
29.0	Director, Physical Plant	$30,398	$27,900	$34,157	53
30.0	Director, Purchasing	$26,160	$21,398	$29,684	37
31.0	Director, Bookstore	$21,660	$18,500	$24,692	32
32.0	Director, Campus Security	$23,027	$20,050	$27,586	31
33.0	Director, Information Systems	$33,112	$28,275	$38,956	12
35.0	Director, Auxiliary Services	$29,900	$24,007	$31,860	15
36.0	Director, Admissions	$29,783	$25,220	$33,505	32
39.0	Director, Student Financial Aid	$27,736	$24,000	$32,360	54
40.0	Director, Student Placement	$24.844	$21,750	$29,300	29
41.0	Director, Student Counseling	$32,182	$29,047	$36,294	43
42.0	Director, Student Union	$27,468	$20,000	$34,895	25
44.0	Director, Student Health Services (Nurse Administrator)	$20,000	$17,691	$24,560	20
45.0	Director, Student Housing	$18,726	$18,628	$21,500	5
46.0	Director, Athletics	$32,182	$29,180	$36,609	29
51.0	Director, Information Office	$24,200	$19,260	$27,557	23
52.0	Director, Community Services	$32,579	$29,090	$40,431	24
54.0	Director, Publications	$23,650	$18,846	$23,978	8
58.0	Director, Personnel and Affirmative Action	$32,897	$31,000	$34,895	9
64.0	Dean, Arts and Letters	$35,872	$35,220	$39,521	6
65.0	Dean, Arts and Sciences	$38,520	$32,000	$44,553	20
66.0	Dean, Business	$33,574	$30,055	$38,688	30
67.0	Dean, Communications	$31,837	$27,047	$35,450	14
68.0	Dean, Continuing Education	$38,632	$33,900	$42,000	33
71.0	Dean, Engineering	$34,041	$32,192	$37,580	14
73.0	Dean, Extension	$39,714	$35,802	$45,028	5
74.0	Dean, Fine Arts	$34,700	$32,200	$40,861	13
76.0	Dean, Health Related Professions	$36,800	$31,815	$39,305	21
78.0	Dean, Humanities	$33,445	$28,984	$39,156	12
79.0	Dean, Instruction	$40,538	$40,396	$45,030	6
82.0	Dean, Mathematics	$32,416	$29,705	$37,757	13
85.0	Dean, Nursing	$33,446	$29,881	$36,860	11
86.0	Dean, Occupation Studies/Vocational Education/Technology	$38,622	$36,147	$42,000	33
89.0	Dean, Sciences	$36,634	$33,732	$39,487	18
90.0	Dean, Social Sciences	$34,245	$30,408	$38,693	22
92.0	Dean, Special Programs	$35,411	$29,390	$42,452	6

Table 47
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE** 10,000 or more.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,978	$57,732	$67,319	19
2.0	Chief Executive Officer, Single Institution	$53,668	$48,322	$60,000	28
3.0	Executive Vice President	$51,600	$46,930	$55,398	16
4.0	Chief Academic Officer	$48,280	$42,163	$51,807	31
5.0	Chief Business Officer	$46,930	$41,960	$51,170	36
6.0	Chief Student Affairs Officer	$41,064	$37,252	$46,952	29
7.0	Chief Development Officer	$36,491	$34,433	$41,752	9
8.0	Chief Public Relations Officer	$30,785	$25,848	$40,100	18
9.0	Chief Planning Officer	$41,199	$37,000	$44,836	9
10.0	Director, Personnel/Human Resources	$36,142	$32,000	$41,751	29
11.0	Chief Health Professions Officer	$38,592	$36,684	$43,440	7
12.0	Chief Budgeting Officer	$37,452	$28,477	$42,661	19
13.0	Director, Legal Services	$33,960	$26,183	$35,428	8
14.0	Registrar	$32,700	$27,630	$37,271	25
16.0	Director, Learning Resources Center	$37,000	$30,924	$41,501	24
17.0	Director, Library Services	$35,000	$32,828	$39,492	20
18.0	Director, Computer Services	$35,665	$33,357	$41,250	29
19.0	Director, Educational Media Services	$32,547	$31,105	$37,271	14
20.0	Director, Institutional Research	$34,107	$28,800	$40,393	20
22.0	Administrator, Grants and Contracts	$25,603	$23,071	$31,872	10
23.0	Director, Affirmative Action/Equal Employment	$31,600	$29,340	$36,088	17
25.0	Comptroller	$35,952	$31,406	$38,379	23
26.0	Director, Internal Audit	$29,316	$26,880	$33,167	17
27.0	Bursar	$23,000	$19,040	$28,951	6
28.0	Director, Food Services	$22,843	$18,665	$32,378	6
29.0	Director, Physical Plant	$32,728	$28,663	$39,504	33
30.0	Director, Purchasing	$29,436	$24,678	$34,103	25
31.0	Director, Bookstore	$26,472	$22,620	$27,553	18
32.0	Director, Campus Security	$25,584	$19,991	$34,355	23
33.0	Director, Information Systems	$33,500	$31,207	$36,318	10
35.0	Director, Auxiliary Services	$33,499	$27,000	$40,758	8
36.0	Director, Admissions	$33,551	$32,419	$39,305	13
39.0	Director, Student Financial Aid	$31,706	$27,512	$35,704	30
40.0	Director, Student Placement	$25,876	$22,888	$33,793	16
41.0	Director, Student Counseling	$34,227	$28,454	$41,895	24
42.0	Director, Student Union	$28,212	$26,156	$33,551	10
44.0	Director, Student Health Services (Nurse Administrator)	$16,683	$14,520	$32,987	6
46.0	Director, Athletics	$37,271	$33,551	$40,372	14
47.0	Director, Athletics/Men	$32,813	$29,491	$43,826	5
49.0	Director, Campus Recreation/Intramurals	$34,109	$30,599	$34,584	5
51.0	Director, Information Office	$26,200	$20,836	$33,782	14
52.0	Director, Community Services	$40,944	$35,466	$45,029	13
55.0	Director, Risk Management and Insurance	$25,750	$22,409	$27,000	5
58.0	Director, Personnel and Affirmative Action	$35,901	$30,960	$38,856	8
65.0	Dean, Arts and Sciences	$37,000	$36,868	$45,839	5
66.0	Dean, Business	$39,305	$33,719	$42,796	15
67.0	Dean, Communications	$37,271	$34,227	$41,895	6
68.0	Dean, Continuing Education	$36,684	$30,021	$43,440	16
76.0	Dean, Health Related Professions	$37,271	$33,000	$43,440	8
78.0	Dean, Humanities	$40,372	$37,271	$43,966	11
79.0	Dean, Instruction	$43,765	$37,994	$45,366	11
85.0	Dean, Nursing	$34,958	$34,254	$40,932	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	$38,856	$31,780	$43,440	20
89.0	Dean, Sciences	$39,305	$34,227	$40,758	15
90.0	Dean, Social Sciences	$36,411	$34,248	$41,724	13

Table 48

PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 499 or less. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 24.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$30,000	$25,296	$35,000	22
4.0	Chief Academic Officer	$22,460	$18,900	$25,300	17
5.0	Chief Business Officer	$21,000	$15,660	$25,000	17
6.0	Chief Student Affairs Officer	$19,908	$15,000	$23,027	14
7.0	Chief Development Officer	$22,700	$17,500	$27,500	16
8.0	Chief Public Relations Officer	$11,000	$10,112	$15,000	10
14.0	Registrar	$16,145	$15,000	$18,000	16
17.0	Director, Library Services	$17,333	$14,400	$19,785	18
28.0	Director, Food Services	$11,700	$7,200	$12,489	8
29.0	Director, Physical Plant	$13,345	$11,062	$14,940	12
31.0	Director, Bookstore	$8,400	$5,000	$10,500	8
36.0	Director, Admissions	$18,000	$12,907	$20,000	13
39.0	Director, Student Financial Aid	$13,333	$10,667	$16,000	15
41.0	Director, Student Counseling	$14,820	$13,333	$19,040	7
46.0	Director, Athletics	$16,000	$13,086	$18,000	9
50.0	Director, Alumni Affairs	$15,712	$11,864	$17,250	7

Table 49
PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 500 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** 500 or more. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 19.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$44,079	$35,640	$52,500	17
3.0	Executive Vice President	$41,400	$30,000	$43,350	7
4.0	Chief Academic Officer	$29,000	$26,550	$32,932	19
5.0	Chief Business Officer	$30,425	$22,728	$36,950	17
6.0	Chief Student Affairs Officer	$24,000	$21,000	$35,628	15
7.0	Chief Development Officer	$22,440	$19,605	$34,370	8
8.0	Chief Public Relations Officer	$17,712	$16,000	$21,305	6
14.0	Registrar	$17,304	$16,695	$19,878	15
16.0	Director, Learning Resources Center	$26,413	$19,789	$29,200	5
17.0	Director, Library Services	$21,000	$17,000	$24,742	16
18.0	Director, Computer Services	$22,333	$17,239	$28,087	9
20.0	Director, Institutional Research	$23,201	$16,950	$30,070	7
25.0	Comptroller	$20,500	$14,065	$23,950	7
29.0	Director, Physical Plant	$19,500	$17,736	$28,032	10
30.0	Director, Purchasing	$16,500	$15,915	$20,155	6
31.0	Director, Bookstore	$12,000	$11,228	$16,740	9
32.0	Director, Campus Security	$17,100	$15,000	$19,294	6
36.0	Director, Admissions	$23,094	$19,000	$29,500	16
39.0	Director, Student Financial Aid	$14,700	$13,666	$18,816	14
40.0	Director, Student Placement	$14,376	$13,000	$22,000	6
41.0	Director, Student Counseling	$20,211	$19,691	$27,446	10
42.0	Director, Student Union	$16,099	$13,080	$28,787	6
45.0	Director, Student Housing	$15,000	$12,480	$18,000	6
46.0	Director, Athletics	$25,416	$21,122	$28,400	9
50.0	Director, Alumni Affairs	$13,000	$12,600	$18,000	5
68.0	Dean, Continuing Education	$28,000	$27,540	$38,764	5

Table 50
UNIVERSITIES WITH BUDGETS $7.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $7,499,999 or less. **CASES SELECTED:** 20.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$49,300	$40,432	$54,000	19
4.0	Chief Academic Officer	$37,800	$29,703	$41,004	15
5.0	Chief Business Officer	$37,500	$29,975	$41,004	18
6.0	Chief Student Affairs Officer	$26,000	$22,332	$38,500	18
7.0	Chief Development Officer	$31,100	$28,000	$35,184	9
8.0	Chief Public Relations Officer	$19,900	$18,000	$22,000	8
14.0	Registrar	$20,267	$17,500	$23,700	18
16.0	Director, Learning Resources Center	$23,150	$22,000	$25,135	5
17.0	Director, Library Services	$25,056	$20,900	$27,277	18
18.0	Director, Computer Services	$23,143	$22,000	$26,248	14
19.0	Director, Educational Media Services	$20,760	$20,400	$27,324	5
20.0	Director, Institutional Research	$22,919	$16,932	$26,000	6
25.0	Comptroller	$26,000	$23,000	$27,132	16
29.0	Director, Physical Plant	$25,000	$21,800	$28,452	18
30.0	Director, Purchasing	$20,244	$14,500	$22,380	9
31.0	Director, Bookstore	$14,000	$12,500	$17,820	11
32.0	Director, Campus Security	$15,204	$12,841	$18,000	13
34.0	Director, News Bureau	$15,000	$14,850	$20,412	6
36.0	Director, Admissions	$23,600	$19,507	$25,700	16
39.0	Director, Student Financial Aid	$18,700	$16,500	$21,488	19
40.0	Director, Student Placement	$19,284	$14,980	$22,224	13
41.0	Director, Student Counseling	$20,742	$17,304	$22,750	12
42.0	Director, Student Union	$16,000	$13,572	$26,334	6
44.0	Director, Student Health Services (Nurse Administrator)	$15,547	$11,409	$20,406	10
45.0	Director, Student Housing	$16,524	$15,500	$18,000	9
46.0	Director, Athletics	$24,358	$22,400	$26,000	10
49.0	Director, Campus Recreation/Intramurals	$15,500	$12,996	$19,662	5
50.0	Director, Alumni Affairs	$20,640	$16,707	$22,164	9
51.0	Director, Information Office	$16,000	$14,000	$20,424	5
58.0	Director, Personnel and Affirmative Action	$23,185	$20,244	$24,169	5
65.0	Dean, Arts and Sciences	$29,600	$24,981	$38,500	7
66.0	Dean, Business	$33,700	$27,500	$39,343	12
68.0	Dean, Continuing Education	$27,900	$24,860	$30,060	5
70.0	Dean, Education	$31,000	$25,200	$38,500	8

Table 51
UNIVERSITIES WITH BUDGETS $7.5-14.9-MILLION

MEASURE: Salary **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $7,500,000 thru $14,999,999. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,719	$52,700	$63,800	53
3.0	Executive Vice President	$46,466	$38,000	$48,555	13
4.0	Chief Academic Officer	$43,313	$41,000	$48,400	50
5.0	Chief Business Officer	$39,000	$35,316	$45,500	52
6.0	Chief Student Affairs Officer	$33,775	$31,300	$38,500	53
7.0	Chief Development Officer	$39,000	$33,621	$45,000	27
8.0	Chief Public Relations Officer	$22,000	$20,500	$27,750	28
9.0	Chief Planning Officer	$33,992	$23,408	$37,920	11
10.0	Director, Personnel/Human Resources	$23,029	$19,800	$25,500	26
12.0	Chief Budgeting Officer	$28,000	$22,717	$34,700	11
14.0	Registrar	$25,360	$21,680	$29,460	52
15.0	Director, Church Relations	$19,258	$12,000	$28,336	7
16.0	Director, Learning Resources Center	$21,400	$17,240	$31,360	10
17.0	Director, Library Services	$27,709	$25,063	$31,300	51
18.0	Director, Computer Services	$27,000	$23,950	$31,500	44
19.0	Director, Educational Media Services	$19,844	$16,750	$23,040	21
20.0	Director, Institutional Research	$27,425	$24,086	$32,340	16
21.0	Director, Special and Deferred Gifts	$27,456	$23,000	$29,198	15
22.0	Administrator, Grants and Contracts	$19,565	$18,671	$23,450	9
23.0	Director, Affirmative Action/Equal Employment	$22,738	$20,100	$26,500	11
25.0	Comptroller	$28,141	$23,556	$30,660	38
26.0	Director, Internal Audit	$18,360	$17,700	$29,700	6
27.0	Bursar	$19,574	$18,315	$25,000	12
28.0	Director, Food Services	$22,579	$20,240	$24,065	12
29.0	Director, Physical Plant	$26,520	$23,760	$31,500	55
30.0	Director, Purchasing	$18,500	$16,800	$21,600	36
31.0	Director, Bookstore	$17,280	$15,000	$19,055	41
32.0	Director, Campus Security	$18,770	$15,730	$21,840	41
33.0	Director, Information Systems	$24,225	$21,900	$33,000	10
34.0	Director, News Bureau	$16,500	$15,400	$25,000	14
35.0	Director, Auxiliary Services	$21,000	$18,725	$31,935	10
36.0	Director, Admissions	$25,500	$23,556	$28,358	43
37.0	Director, Foreign Students	$18,000	$17,820	$18,816	5
39.0	Director, Student Financial Aid	$22,410	$20,250	$25,000	50
40.0	Director, Student Placement	$20,700	$17,424	$23,900	40
41.0	Director, Student Counseling	$23,800	$19,240	$28,000	38
42.0	Director, Student Union	$18,400	$17,350	$23,520	31
43.0	Director, Student Health Services (Physician Administrator)	$30,000	$17,825	$39,251	9
44.0	Director, Student Health Services (Nurse Administrator)	$15,400	$14,139	$17,512	26
45.0	Director, Student Housing	$20,200	$16,200	$22,500	40
46.0	Director, Athletics	$28,488	$25,700	$32,000	39
47.0	Director, Athletics/Men	$33,342	$30,167	$37,300	6
48.0	Director, Athletics/Women	$21,865	$19,067	$25,485	8
49.0	Director, Campus Recreation/Intramurals	$17,900	$15,000	$18,500	13
50.0	Director, Alumni Affairs	$20,556	$18,000	$23,730	37
51.0	Director, Information Office	$22,780	$18,150	$25,000	18
52.0	Director, Community Services	$25,333	$19,890	$32,100	6
54.0	Director, Publications	$18,000	$14,500	$21,000	15
56.0	Chief Planning and Budget Officer	$34,750	$30,938	$42,400	6
57.0	Chief Development and Public Relations Officer	$32,100	$30,800	$34,000	12
58.0	Director, Personnel and Affirmative Action	$24,000	$18,725	$29,478	15
59.0	Director, Admissions and Financial Aid	$29,740	$26,573	$31,253	5
61.0	Director, Development and Alumni Affairs	$25,350	$22,470	$36,676	9
63.0	Dean, Agriculture	$31,850	$30,100	$37,532	5
65.0	Dean, Arts and Sciences	$35,800	$33,000	$39,000	30
66.0	Dean, Business	$39,321	$35,644	$41,933	41
68.0	Dean, Continuing Education	$30,000	$26,000	$33,000	25
70.0	Dean, Education	$37,500	$33,405	$41,692	22
71.0	Dean, Engineering	$35,000	$31,874	$40,580	6
73.0	Dean, Extension	$28,080	$24,500	$33,855	6
74.0	Dean, Fine Arts	$37,200	$30,000	$39,442	14
75.0	Dean, Graduate Programs	$34,025	$32,170	$36,355	23
78.0	Dean, Humanities	$37,500	$33,680	$40,000	9
80.0	Dean, Law	$54,000	$51,900	$60,000	9
82.0	Dean, Mathematics	$34,011	$33,350	$42,000	6
84.0	Dean, Music	$30,967	$29,200	$34,515	9
85.0	Dean, Nursing	$32,800	$30,000	$36,000	16
89.0	Dean, Sciences	$37,740	$34,464	$40,000	10

Table 52
UNIVERSITIES WITH BUDGETS $15-29.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $15,000,000 thru $29,999,999. **CASES SELECTED:** 90.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$64,955	$63,250	$71,400	6
2.0	Chief Executive Officer, Single Institution	$58,500	$54,150	$64,723	83
3.0	Executive Vice President	$47,641	$43,000	$53,000	30
4.0	Chief Academic Officer	$49,000	$45,175	$52,800	81
5.0	Chief Business Officer	$45,539	$42,271	$50,834	83
6.0	Chief Student Affairs Officer	$39,048	$36,850	$43,291	88
7.0	Chief Development Officer	$39,941	$33,749	$46,200	47
8.0	Chief Public Relations Officer	$31,875	$27,518	$38,300	49
9.0	Chief Planning Officer	$36,955	$32,461	$40,000	24
10.0	Director, Personnel/Human Resources	$28,000	$23,736	$31,450	60
12.0	Chief Budgeting Officer	$30,000	$27,341	$33,580	36
13.0	Director, Legal Services	$31,478	$25,500	$34,000	9
14.0	Registrar	$28,776	$24,200	$31,832	84
16.0	Director, Learning Resources Center	$28,010	$21,120	$33,123	20
17.0	Director, Library Services	$35,076	$31,000	$39,037	79
18.0	Director, Computer Services	$33,508	$29,592	$37,000	74
19.0	Director, Educational Media Services	$25,011	$20,500	$30,007	45
20.0	Director, Institutional Research	$30,000	$24,100	$35,150	48
21.0	Director, Special and Deferred Gifts	$28,692	$25,982	$32,700	20
22.0	Administrator, Grants and Contracts	$29,000	$22,941	$32,944	41
23.0	Director, Affirmative Action/Equal Employment	$26,316	$22,743	$29,160	38
25.0	Comptroller	$32,748	$29,430	$35,275	73
26.0	Director, Internal Audit	$22,380	$20,800	$26,668	32
27.0	Bursar	$20,618	$19,000	$27,500	29
28.0	Director, Food Services	$25,600	$23,760	$28,196	27
29.0	Director, Physical Plant	$32,130	$27,500	$35,469	86
30.0	Director, Purchasing	$23,556	$20,412	$26,691	76
31.0	Director, Bookstore	$22,000	$19,843	$26,624	60
32.0	Director, Campus Security	$21,921	$18,360	$25,194	72
33.0	Director, Information Systems	$31,200	$27,000	$35,000	20
34.0	Director, News Bureau	$21,200	$18,726	$25,680	37
35.0	Director, Auxiliary Services	$27,800	$24,766	$33,199	30
36.0	Director, Admissions	$29,000	$25,690	$33,000	78
37.0	Director, Foreign Students	$21,080	$18,920	$24,611	21
38.0	Director, International Studies Education	$29,443	$28,479	$36,480	9
39.0	Director, Student Financial Aid	$26,000	$23,332	$29,112	89
40.0	Director, Student Placement	$24,603	$20,520	$28,700	74
41.0	Director, Student Counseling	$27,000	$24,552	$30,276	69
42.0	Director, Student Union	$24,475	$19,428	$27,912	59
43.0	Director, Student Health Services (Physician Administrator)	$44,730	$30,000	$50,000	30
44.0	Director, Student Health Services (Nurse Administrator)	$18,572	$16,344	$24,204	37
45.0	Director, Student Housing	$24,624	$18,400	$27,705	63
46.0	Director, Athletics	$33,804	$29,784	$37,465	75
47.0	Director, Athletics/Men	$30,967	$28,000	$37,413	6
48.0	Director, Athletics/Women	$24,221	$21,064	$28,931	18
49.0	Director, Campus Recreation/Intramurals	$20,771	$17,800	$25,300	32
50.0	Director, Alumni Affairs	$22,992	$20,434	$25,662	62
51.0	Director, Information Office	$25,066	$23,800	$28,800	21
52.0	Director, Community Services	$25,000	$20,030	$34,000	12
54.0	Director, Publications	$22,500	$18,300	$25,000	29
56.0	Chief Planning and Budget Officer	$45,000	$39,110	$47,460	7
57.0	Chief Development and Public Relations Officer	$39,000	$34,000	$43,500	20
58.0	Director, Personnel and Affirmative Action	$27,000	$24,602	$30,025	20
59.0	Director, Admissions and Financial Aid	$34,650	$31,291	$39,000	9
61.0	Director, Development and Alumni Affairs	$33,580	$27,400	$35,448	9
63.0	Dean, Agriculture	$40,000	$37,220	$42,716	10
64.0	Dean, Arts and Letters	$40,797	$37,500	$45,450	11
65.0	Dean, Arts and Sciences	$42,589	$38,500	$47,400	53
66.0	Dean, Business	$43,127	$38,430	$48,072	75
67.0	Dean, Communications	$36,850	$34,500	$41,000	9
68.0	Dean, Continuing Education	$35,300	$30,300	$40,000	55
70.0	Dean, Education	$40,800	$37,500	$45,656	62
71.0	Dean, Engineering	$42,350	$39,067	$50,000	24
74.0	Dean, Fine Arts	$41,000	$32,797	$45,000	19
75.0	Dean, Graduate Programs	$41,500	$37,620	$45,000	64
76.0	Dean, Health Related Professions	$40,260	$37,500	$42,120	13
77.0	Dean, Home Economics	$33,384	$27,024	$38,511	8
78.0	Dean, Humanities	$36,610	$35,339	$45,017	12
80.0	Dean, Law	$56,500	$51,000	$64,464	19
81.0	Dean, Library and Information Sciences	$36,250	$30,000	$36,495	7
82.0	Dean, Mathematics	$37,872	$35,445	$38,691	7
84.0	Dean, Music	$36,300	$34,763	$39,500	11
85.0	Dean, Nursing	$38,620	$36,000	$42,050	30
86.0	Dean, Occupation Studies/Vocational Education/Technology	$36,915	$34,463	$41,965	15
87.0	Dean, Pharmacy	$42,132	$37,550	$46,500	6
89.0	Dean, Sciences	$40,337	$36,452	$45,026	22
90.0	Dean, Social Sciences	$33,610	$31,000	$39,155	11
91.0	Dean, Social Work	$38,520	$31,650	$43,600	9
92.0	Dean, Special Programs	$25,602	$24,618	$28,724	5
93.0	Dean, Undergraduate Programs	$39,200	$34,000	$45,539	5

Table 53
UNIVERSITIES WITH BUDGETS $30-49.9-MILLION

MEASURE: Salary **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $30,000,000 thru $49 999,999. **CASES SELECTED:** 55.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$64,050	$56,837	$72,000	52
3.0	Executive Vice President	$54,621	$44,305	$56,000	11
4.0	Chief Academic Officer	$52,963	$50,520	$59,200	50
5.0	Chief Business Officer	$50,250	$44,500	$53,500	53
6.0	Chief Student Affairs Officer	$43,171	$39,696	$47,088	53
7.0	Chief Development Officer	$40,000	$36,500	$48,950	40
8.0	Chief Public Relations Officer	$32,994	$29,000	$42,150	30
9.0	Chief Planning Officer	$44,000	$36,000	$51,000	17
10.0	Director, Personnel/Human Resources	$32,000	$28,000	$34,798	43
11.0	Chief Health Professions Officer	$75,372	$74,568	$76,794	5
12.0	Chief Budgeting Officer	$36,305	$31,674	$41,256	33
13.0	Director, Legal Services	$39,000	$35,737	$42,000	19
14.0	Registrar	$29,970	$27,050	$34,550	52
16.0	Director, Learning Resources Center	$31,032	$25,850	$34,100	13
17.0	Director, Library Services	$38,000	$35,045	$42,158	50
18.0	Director, Computer Services	$36,000	$32,351	$40,712	46
19.0	Director, Educational Media Services	$27,500	$24,860	$33,159	27
20.0	Director, Institutional Research	$34,000	$26,994	$39,500	35
21.0	Director, Special and Deferred Gifts	$31,750	$29,500	$37,750	13
22.0	Administrator, Grants and Contracts	$32,500	$25,685	$35,616	40
23.0	Director, Affirmative Action/Equal Employment	$28,000	$23,300	$32,172	31
24.0	Director, Employee Training	$21,276	$18,192	$25,300	5
25.0	Comptroller	$36,000	$32,100	$39,742	38
26.0	Director, Internal Audit	$25,896	$24,200	$29,200	33
27.0	Bursar	$25,300	$20,896	$31,152	27
28.0	Director, Food Services	$26,902	$25,732	$32,160	22
29.0	Director, Physical Plant	$34,512	$30,000	$39,948	53
30.0	Director, Purchasing	$25,896	$23,271	$29,600	49
31.0	Director, Bookstore	$25,630	$21,869	$28,452	40
32.0	Director, Campus Security	$25,199	$22,617	$27,497	52
33.0	Director, Information Systems	$35,000	$27,574	$39,200	19
34.0	Director, News Bureau	$23,177	$20,000	$30,396	16
35.0	Director, Auxiliary Services	$34,624	$27,132	$39,000	28
36.0	Director, Admissions	$29,800	$26,611	$35,280	48
37.0	Director, Foreign Students	$22,439	$18,000	$24,711	20
38.0	Director, International Studies Education	$28,492	$21,800	$32,166	8
39.0	Director, Student Financial Aid	$27,500	$25,429	$29,400	52
40.0	Director, Student Placement	$25,000	$22,450	$31,450	52
41.0	Director, Student Counseling	$30,750	$27,240	$34,135	50
42.0	Director, Student Union	$26,000	$23,200	$30,300	38
43.0	Director, Student Health Services (Physician Administrator)	$47,042	$40,000	$51,392	28
44.0	Director, Student Health Services (Nurse Administrator)	$20,710	$18,704	$22,288	15
45.0	Director, Student Housing	$24,000	$22,000	$26,185	48
46.0	Director, Athletics	$36,984	$33,387	$42,552	46
47.0	Director, Athletics/Men	$36,790	$31,874	$40,701	7
48.0	Director, Athletics/Women	$31,100	$20,437	$33,667	11
49.0	Director, Campus Recreation/Intramurals	$22,569	$20,610	$29,437	30
50.0	Director, Alumni Affairs	$26,600	$23,000	$32,232	45
51.0	Director, Information Office	$28,000	$22,737	$31,000	28
52.0	Director, Community Services	$28,440	$24,000	$31,944	15
54.0	Director, Publications	$24,995	$20,994	$31,536	16
55.0	Director, Risk Management and Insurance	$24,143	$23,650	$27,600	6
57.0	Chief Development and Public Relations Officer	$47,160	$31,441	$50,500	8
58.0	Director, Personnel and Affirmative Action	$37,100	$31,620	$40,788	7
59.0	Director, Admissions and Financial Aid	$36,270	$36,144	$38,796	5
61.0	Director, Development and Alumni Affairs	$33,795	$32,759	$35,300	8
62.0	Dean, Architecture	$47,300	$41,300	$50,349	7
63.0	Dean, Agriculture	$44,991	$38,998	$49,580	8
64.0	Dean, Arts and Letters	$47,500	$41,640	$50,250	6
65.0	Dean, Arts and Sciences	$49,000	$45,000	$52,600	41
66.0	Dean, Business	$48,171	$45,073	$53,000	50
68.0	Dean, Continuing Education	$38,200	$32,163	$42,930	32
70.0	Dean, Education	$45,900	$41,640	$49,000	48
71.0	Dean, Engineering	$51,084	$46,624	$56,680	24
73.0	Dean, Extension	$47,000	$37,125	$51,700	7
74.0	Dean, Fine Arts	$46,400	$40,700	$48,442	11
75.0	Dean, Graduate Programs	$43,500	$39,261	$49,504	42
76.0	Dean, Health Related Professions	$40,038	$36,471	$43,200	12
77.0	Dean, Home Economics	$36,540	$33,333	$43,000	5
78.0	Dean, Humanities	$48,442	$42,714	$50,360	6
80.0	Dean, Law	$61,798	$56,000	$64,800	16
81.0	Dean, Library and Information Sciences	$42,144	$42,000	$43,000	5
84.0	Dean, Music	$45,869	$44,000	$47,504	9
85.0	Dean, Nursing	$43,500	$37,704	$46,000	19
86.0	Dean, Occupation Studies/Vocational Education/Technology	$44,576	$39,350	$45,192	6
87.0	Dean, Pharmacy	$50,604	$49,000	$51,840	7
89.0	Dean, Sciences	$48,442	$43,848	$49,000	10

Table 54
UNIVERSITIES WITH BUDGETS $50-MILLION OR MORE

MEASURE: Salary **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $50,000,000 or more. **CASES SELECTED:** 151.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$73,723	$65,178	$83,500	44
2.0	Chief Executive Officer, Single Institution	$72,500	$64,260	$82,000	100
3.0	Executive Vice President	$67,000	$58,800	$75,500	41
4.0	Chief Academic Officer	$62,000	$55,284	$69,100	128
5.0	Chief Business Officer	$56,410	$51,542	$65,000	129
6.0	Chief Student Affairs Officer	$50,000	$45,000	$55,500	123
7.0	Chief Development Officer	$47,916	$41,450	$57,970	81
8.0	Chief Public Relations Officer	$42,000	$36,650	$50,400	100
9.0	Chief Planning Officer	$48,000	$40,500	$55,000	47
10.0	Director, Personnel/Human Resources	$40,000	$34,500	$46,400	127
11.0	Chief Health Professions Officer	$72,345	$60,000	$95,700	42
12.0	Chief Budgeting Officer	$40,100	$35,000	$47,000	102
13.0	Director, Legal Services	$46,350	$38,000	$55,000	83
14.0	Registrar	$35,000	$30,050	$39,420	116
15.0	Director, Church Relations	$30,750	$20,000	$35,000	11
16.0	Director, Learning Resources Center	$37,500	$31,223	$41,600	43
17.0	Director, Library Services	$46,000	$42,900	$51,850	125
18.0	Director, Computer Services	$44,500	$39,804	$50,000	116
19.0	Director, Educational Media Services	$33,000	$28,659	$39,900	52
20.0	Director, Institutional Research	$36,500	$30,424	$42,200	94
21.0	Director, Special and Deferred Gifts	$31,530	$28,000	$38,000	53
22.0	Administrator, Grants and Contracts	$38,316	$31,920	$44,142	119
23.0	Director, Affirmative Action/Equal Employment	$33,000	$28,500	$39,636	119
24.0	Director, Employee Training	$24,351	$21,660	$28,763	46
25.0	Comptroller	$43,313	$38,840	$48,400	122
26.0	Director, Internal Audit	$32,748	$29,364	$38,750	113
27.0	Bursar	$29,500	$25,812	$33,400	69
28.0	Director, Food Services	$33,160	$30,144	$37,250	65
29.0	Director, Physical Plant	$41,676	$38,000	$46,300	134
30.0	Director, Purchasing	$32,559	$29,200	$36,450	126
31.0	Director, Bookstore	$29,045	$25,929	$33,192	96
32.0	Director, Campus Security	$32,106	$27,114	$37,100	127
33.0	Director, Information Systems	$41,000	$36,500	$46,000	77
34.0	Director, News Bureau	$28,000	$25,398	$31,300	58
35.0	Director, Auxiliary Services	$38,990	$34,000	$44,064	64
36.0	Director, Admissions	$35,505	$31,400	$39,600	111
37.0	Director, Foreign Students	$26,736	$23,073	$33,500	54
38.0	Director, International Studies Education	$36,407	$28,130	$46,765	47
39.0	Director, Student Financial Aid	$32,000	$29,400	$37,000	125
40.0	Director, Student Placement	$28,927	$26,165	$33,400	116
41.0	Director, Student Counseling	$34,664	$30,000	$39,499	108
42.0	Director, Student Union	$31,596	$25,584	$36,453	104
43.0	Director, Student Health Services (Physician Administrator)	$53,400	$47,465	$60,956	104
44.0	Director, Student Health Services (Nurse Administrator)	$22,851	$21,120	$24,600	28
45.0	Director, Student Housing	$31,622	$28,040	$37,000	95
46.0	Director, Athletics	$45,900	$41,000	$53,363	101
47.0	Director, Athletics/Men	$42,144	$30,784	$51,648	20
48.0	Director, Athletics/Women	$30,050	$27,720	$37,129	38
49.0	Director, Campus Recreation/Intramurals	$28,323	$23,535	$33,924	75
50.0	Director, Alumni Affairs	$32,000	$26,900	$38,961	96
51.0	Director, Information Office	$33,600	$26,698	$41,230	75
52.0	Director, Community Services	$33,675	$26,700	$41,747	28
53.0	Administrator, Hospital Medical Center	$62,712	$39,700	$75,000	30
54.0	Director, Publications	$28,090	$25,260	$32,930	69
55.0	Director, Risk Management and Insurance	$31,476	$26,592	$35,310	43
56.0	Chief Planning and Budget Officer	$51,500	$44,000	$61,600	32
57.0	Chief Development and Public Relations Officer	$56,100	$50,000	$65,000	26
58.0	Director, Personnel and Affirmative Action	$39,600	$36,000	$45,570	13
59.0	Director, Admissions and Financial Aid	$43,200	$36,796	$50,000	21
60.0	Director, Housing and Food Services	$37,380	$33,780	$44,250	26
61.0	Director, Development and Alumni Affairs	$38,000	$35,629	$44,820	18
62.0	Dean, Architecture	$52,020	$46,000	$56,000	41
63.0	Dean, Agriculture	$56,660	$51,000	$62,400	38
64.0	Dean, Arts and Letters	$50,000	$48,072	$56,050	13
65.0	Dean, Arts and Sciences	$56,000	$48,902	$61,750	87
66.0	Dean, Business	$55,200	$50,000	$61,300	107
67.0	Dean, Communications	$49,140	$44,000	$55,000	27
68.0	Dean, Continuing Education	$45,476	$40,300	$51,250	82
69.0	Dean, Dentistry	$66,769	$62,000	$70,351	30
70.0	Dean, Education	$51,658	$48,505	$56,700	91
71.0	Dean, Engineering	$58,000	$52,544	$64,275	91
73.0	Dean, Extension	$48,000	$42,120	$59,000	25
74.0	Dean, Fine Arts	$50,580	$44,700	$55,000	40
75.0	Dean, Graduate Programs	$52,000	$47,000	$59,500	105
76.0	Dean, Health Related Professions	$49,728	$47,550	$55,500	28
77.0	Dean, Home Economics	$49,727	$45,320	$55,735	28
78.0	Dean, Humanities	$52,000	$41,000	$61,975	17
80.0	Dean, Law	$63,525	$59,500	$72,000	70
81.0	Dean, Library and Information Sciences	$45,000	$38,600	$50,323	28
83.0	Dean, Medicine	$85,800	$77,000	$102,500	51
84.0	Dean, Music	$48,500	$42,480	$53,528	26
85.0	Dean, Nursing	$49,100	$45,320	$55,000	60
86.0	Dean, Occupation Studies/Vocational Education/Technology	$48,300	$42,325	$49,968	17
87.0	Dean, Pharmacy	$55,566	$52,000	$60,828	33
89.0	Dean, Sciences	$54,000	$48,228	$61,667	25
90.0	Dean, Social Sciences	$52,304	$43,600	$60,950	17
91.0	Dean, Social Work	$49,896	$46,622	$52,900	45
93.0	Dean, Undergraduate Programs	$47,525	$42,000	$52,800	22
94.0	Dean, Veterinary Medicine	$60,000	$55,600	$65,525	22

Table 55

4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $1,499,999 or less. **CASES SELECTED:** 23.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$29,404	$26,700	$39,113	23
4.0	Chief Academic Officer	$23,500	$20,570	$25,000	20
5.0	Chief Business Officer	$22,000	$15,400	$25,000	20
6.0	Chief Student Affairs Officer	$20,000	$15,924	$21,483	15
7.0	Chief Development Officer	$21,339	$17,700	$25,000	15
8.0	Chief Public Relations Officer	$14,500	$12,720	$25,800	7
14.0	Registrar	$15,000	$12,279	$16,700	16
17.0	Director, Library Services	$16,335	$12,626	$18,991	16
25.0	Comptroller	$20,400	$12,000	$20,400	5
28.0	Director, Food Services	$11,500	$10,519	$12,621	8
29.0	Director, Physical Plant	$14,011	$12,000	$18,000	8
31.0	Director, Bookstore	$8,728	$8,112	$14,300	8
36.0	Director, Admissions	$15,000	$14,500	$19,500	13
39.0	Director, Student Financial Aid	$14,000	$12,500	$18,000	14
40.0	Director, Student Placement	$15,000	$13,500	$17,500	5
41.0	Director, Student Counseling	$20,000	$17,952	$23,200	6
46.0	Director, Athletics	$14,483	$13,000	$18,700	6

Table 56
4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 27.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$35,000	$31,100	$38,182	27
4.0	Chief Academic Officer	$25,000	$22,700	$28,000	26
5.0	Chief Business Officer	$23,150	$20,900	$27,273	26
6.0	Chief Student Affairs Officer	$19,728	$17,000	$23,700	26
7.0	Chief Development Officer	$26,300	$22,909	$28,200	19
8.0	Chief Public Relations Officer	$15,408	$13,000	$17,425	13
14.0	Registrar	$17,001	$16,000	$18,095	26
15.0	Director, Church Relations	$14,300	$13,380	$17,664	5
16.0	Director, Learning Resources Center	$16,000	$13,312	$21,200	6
17.0	Director, Library Services	$17,280	$15,146	$21,184	25
19.0	Director, Educational Media Services	$16,627	$12,600	$17,300	5
25.0	Comptroller	$17,297	$14,182	$21,252	11
28.0	Director, Food Services	$15,620	$14,000	$15,925	8
29.0	Director, Physical Plant	$16,930	$14,000	$19,000	22
31.0	Director, Bookstore	$10,500	$10,000	$13,338	17
36.0	Director, Admissions	$18,000	$15,000	$20,165	20
39.0	Director, Student Financial Aid	$13,650	$12,000	$16,500	22
40.0	Director, Student Placement	$14,901	$13,200	$16,000	11
41.0	Director, Student Counseling	$16,272	$13,000	$17,465	8
44.0	Director, Student Health Services (Nurse Administrator)	$12,000	$8,052	$15,273	7
45.0	Director, Student Housing	$14,182	$11,775	$16,080	6
46.0	Director, Athletics	$18,420	$16,805	$21,600	14
50.0	Director, Alumni Affairs	$13,380	$12,000	$16,667	10
51.0	Director, Information Office	$14,527	$12,479	$22,207	5
70.0	Dean, Education	$22,170	$21,660	$24,667	6

Table 57
4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 120.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$43,200	$38,000	$49,800	113
3.0	Executive Vice President	$34,000	$31,024	$39,000	18
4.0	Chief Academic Officer	$31,175	$28,000	$35,540	109
5.0	Chief Business Officer	$30,000	$26,500	$34,000	112
6.0	Chief Student Affairs Officer	$24,000	$21,000	$27,700	114
7.0	Chief Development Officer	$29,290	$23,100	$32,859	93
8.0	Chief Public Relations Officer	$18,084	$15,000	$21,000	68
9.0	Chief Planning Officer	$20,220	$18,500	$25,392	19
10.0	Director, Personnel/Human Resources	$20,592	$13,500	$33,000	11
12.0	Chief Budgeting Officer	$25,000	$18,957	$26,400	7
14.0	Registrar	$17,912	$15,730	$22,500	111
15.0	Director, Church Relations	$17,000	$14,115	$20,750	23
16.0	Director, Learning Resources Center	$19,000	$16,800	$22,247	23
17.0	Director, Library Services	$20,000	$17,490	$22,662	109
18.0	Director, Computer Services	$21,285	$18,000	$24,000	59
19.0	Director, Educational Media Services	$16,475	$12,982	$20,400	26
20.0	Director, Institutional Research	$20,000	$17,440	$25,208	14
21.0	Director, Special and Deferred Gifts	$19,800	$17.200	$23,500	18
22.0	Administrator, Grants and Contracts	$20,900	$16,000	$23,800	18
25.0	Comptroller	$19,493	$17,000	$24,452	56
27.0	Bursar	$15,125	$14,000	$18,900	13
28.0	Director, Food Services	$18,530	$16,000	$20,976	26
29.0	Director, Physical Plant	$20,000	$17,950	$22,000	100
30.0	Director, Purchasing	$15,500	$13,000	$17,000	17
31.0	Director, Bookstore	$11,880	$10,275	$13,736	81
32.0	Director, Campus Security	$12,420	$10,500	$15,020	36
34.0	Director, News Bureau	$13,800	$12,556	$18,000	14
35.0	Director, Auxiliary Services	$15,889	$11,659	$17,600	6
36.0	Director, Admissions	$21,000	$18,000	$25,000	100
39.0	Director, Student Financial Aid	$16,500	$14,500	$19,000	103
40.0	Director, Student Placement	$16,000	$14,750	$18,055	65
41.0	Director, Student Counseling	$17,455	$15,850	$19,440	49
42.0	Director, Student Union	$13,650	$12,000	$16,800	18
43.0	Director, Student Health Services (Physician Administrator)	$13,200	$9,804	$15,770	8
44.0	Director, Student Health Services (Nurse Administrator)	$13,333	$10,600	$15,358	44
45.0	Director, Student Housing	$14,700	$12,500	$17,332	50
46.0	Director, Athletics	$21,000	$18,000	$26,800	67
47.0	Director, Athletics/Men	$23,098	$16,960	$27,932	7
48.0	Director, Athletics/Women	$19,432	$16,730	$22,163	10
49.0	Director, Campus Recreation/Intramurals	$13,648	$10,166	$16,300	14
50.0	Director, Alumni Affairs	$15,200	$13,000	$18,400	77
51.0	Director, Information Office	$16,900	$12,000	$19,140	19
52.0	Director, Community Services	$19,420	$17,000	$24,140	9
54.0	Director, Publications	$15,500	$14,880	$20,160	8
56.0	Chief Planning and Budget Officer	$27,550	$24,300	$33,350	5
57.0	Chief Development and Public Relations Officer	$22,700	$21,882	$28,578	9
58.0	Director, Personnel and Affirmative Action	$15,000	$14,958	$15,600	5
59.0	Director, Admissions and Financial Aid	$22,480	$19,500	$25,000	9
65.0	Dean, Arts and Sciences	$23,835	$23,000	$26,182	5
66.0	Dean, Business	$28,496	$24,783	$33,000	15
68.0	Dean, Continuing Education	$22,896	$19,400	$28,000	29
70.0	Dean, Education	$27,701	$25,733	$33,553	14
74.0	Dean, Fine Arts	$28,932	$26,316	$34,100	7
75.0	Dean, Graduate Programs	$24,276	$17,500	$30,000	11
76.0	Dean, Health Related Professions	$22,988	$22,451	$25,644	6
78.0	Dean, Humanities	$28,876	$23,576	$31,280	13
82.0	Dean, Mathematics	$22,667	$18,704	$26.003	6
85.0	Dean, Nursing	$28,496	$25,080	$33,000	8
89.0	Dean, Sciences	$30,600	$26,581	$33,120	13
90.0	Dean, Social Sciences	$24,314	$22,969	$33,553	13

Table 58
4-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 162.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$50,900	$44,000	$57,500	158
3.0	Executive Vice President	$38,100	$33,000	$44,000	38
4.0	Chief Academic Officer	$37,715	$33,000	$43,600	153
5.0	Chief Business Officer	$36,912	$31,450	$41,882	155
6.0	Chief Student Affairs Officer	$30,000	$25,888	$34,700	155
7.0	Chief Development Officer	$33,750	$28,000	$38,700	109
8.0	Chief Public Relations Officer	$22,000	$18,835	$24,325	89
9.0	Chief Planning Officer	$30,232	$28,227	$36,000	20
10.0	Director, Personnel/Human Resources	$21,499	$18,500	$24,000	45
12.0	Chief Budgeting Officer	$30,600	$26,800	$33,969	23
13.0	Director, Legal Services	$24,300	$22,800	$30,030	5
14.0	Registrar	$22,100	$18,150	$25,788	157
15.0	Director, Church Relations	$20,500	$17,000	$26,800	33
16.0	Director, Learning Resources Center	$20,604	$17,407	$24,168	35
17.0	Director, Library Services	$25,000	$21,400	$29,000	153
18.0	Director, Computer Services	$24,288	$20,169	$28,568	121
19.0	Director, Educational Media Services	$19,940	$14,445	$23,700	44
20.0	Director, Institutional Research	$23,000	$17,700	$29,700	42
21.0	Director, Special and Deferred Gifts	$23,820	$20,970	$28,300	46
22.0	Administrator, Grants and Contracts	$22,000	$19 037	$24,334	31
23.0	Director, Affirmative Action/Equal Employment	$22,572	$20,948	$29,540	10
25.0	Comptroller	$24,495	$21,750	$28,000	106
26.0	Director, Internal Audit	$19,008	$12,500	$22,239	11
27.0	Bursar	$17,810	$15,000	$22,350	29
28.0	Director, Food Services	$23,249	$19,850	$26,000	44
29.0	Director, Physical Plant	$24,200	$21,200	$27,805	149
30.0	Director, Purchasing	$19,000	$16,395	$22,487	62
31.0	Director, Bookstore	$15,100	$12,800	$18,075	114
32.0	Director, Campus Security	$16,800	$14,685	$19,847	86
33.0	Director, Information Systems	$22,700	$18,848	$25,500	9
34.0	Director, News Bureau	$15,870	$14,000	$20,400	26
35.0	Director, Auxiliary Services	$22,400	$17,300	$25,600	21
36.0	Director, Admissions	$25,300	$21,000	$28,850	136
37.0	Director, Foreign Students	$14,600	$14,400	$22,154	10
39.0	Director, Student Financial Aid	$20,500	$17,762	$23,410	152
40.0	Director, Student Placement	$19,425	$16,940	$22,777	134
41.0	Director, Student Counseling	$21,814	$18,670	$26,773	96
42.0	Director, Student Union	$19,946	$16,905	$22,750	69
43.0	Director, Student Health Services (Physician Administrator)	$26,265	$20,340	$36,730	25
44.0	Director, Student Health Services (Nurse Administrator)	$15,604	$13,620	$18,706	84
45.0	Director, Student Housing	$16,725	$14,000	$21,198	106
46.0	Director, Athletics	$26,800	$22,824	$30,157	114
47.0	Director, Athletics/Men	$28,800	$23,912	$33,200	8
48.0	Director, Athletics/Women	$21,824	$17,175	$24,891	17
49.0	Director, Campus Recreation/Intramurals	$17,010	$12,000	$24,240	31
50.0	Director, Alumni Affairs	$18,000	$15,820	$22,200	112
51.0	Director, Information Office	$19,924	$16,140	$22,215	49
52.0	Director, Community Services	$20,000	$17,500	$26,900	19
54.0	Director, Publications	$18,000	$15,800	$18,820	25
56.0	Chief Planning and Budget Officer	$33,000	$31,625	$41,200	9
57.0	Chief Development and Public Relations Officer	$32,200	$30,034	$40,250	22
58.0	Director, Personnel and Affirmative Action	$21,091	$17,500	$24,516	31
59.0	Director, Admissions and Financial Aid	$28,700	$24,500	$33,721	18
64.0	Dean, Arts and Letters	$32,583	$30,360	$38,000	13
65.0	Dean, Arts and Sciences	$33,000	$29,500	$35,412	13
66.0	Dean, Business	$34,893	$25,776	$39,025	36
67.0	Dean, Communications	$27,960	$23,212	$37,700	7
68.0	Dean, Continuing Education	$27,400	$23,735	$32,000	53
70.0	Dean, Education	$30,866	$26,400	$40,000	35
71.0	Dean, Engineering	$28,707	$24,424	$39,961	5
74.0	Dean, Fine Arts	$30,520	$27,600	$36,000	19
75.0	Dean, Graduate Programs	$31,889	$23,716	$40,000	27
78.0	Dean, Humanities	$29,800	$22,800	$32,475	18
82.0	Dean, Mathematics	$24,046	$21,340	$29,667	12
84.0	Dean, Music	$24,514	$20,267	$27,882	10
85.0	Dean, Nursing	$28,968	$25,000	$34,565	24
86.0	Dean, Occupation Studies/Vocational Education/Technology	$33,000	$32,016	$35,330	6
89.0	Dean, Sciences	$32,663	$26,798	$37,300	33
90.0	Dean, Social Sciences	$29,200	$24,139	$36,752	31
91.0	Dean, Social Work	$24,667	$19,800	$32,737	7
92.0	Dean, Special Programs	$26,400	$20,401	$29,000	8
93.0	Dean, Undergraduate Programs	$31,000	$30,000	$34,258	6

Table 59

4-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 145. .

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$57,096	$52,128	$67,600	135
3.0	Executive Vice President	$43,863	$40,000	$49,000	28
4.0	Chief Academic Officer	$46,000	$42,349	$51,283	137
5.0	Chief Business Officer	$44,000	$39,003	$49,500	138
6.0	Chief Student Affairs Officer	$37,968	$32,771	$44,200	138
7.0	Chief Development Officer	$38,348	$33,075	$45,500	91
8.0	Chief Public Relations Officer	$27,500	$23,341	$33,600	77
9.0	Chief Planning Officer	$35,500	$31,100	$42,152	27
10.0	Director, Personnel/Human Resources	$25,761	$21,400	$29,515	96
11.0	Chief Health Professions Officer	$42,000	$38,667	$43,224	5
12.0	Chief Budgeting Officer	$30,420	$25,000	$34,095	55
13.0	Director, Legal Services	$36,527	$27,250	$45,617	12
14.0	Registrar	$27,000	$23,955	$32,000	133
15.0	Director, Church Relations	$19,595	$16,000	$22,000	17
16.0	Director, Learning Resources Center	$27,960	$23,400	$32,120	38
17.0	Director, Library Services	$33,028	$29,137	$37,400	136
18.0	Director, Computer Services	$31 660	$27,010	$36,342	132
19.0	Director, Educational Media Services	$22,000	$18,000	$29,001	55
20.0	Director, Institutional Research	$28,108	$22,000	$35,563	60
21.0	Director, Special and Deferred Gifts	$25,300	$19,158	$30,560	48
22.0	Administrator, Grants and Contracts	$27,558	$22,000	$33,360	57
23.0	Director, Affirmative Action/Equal Employment	$25,000	$20,005	$30,640	52
25.0	Comptroller	$31,800	$27,500	$35,458	93
26.0	Director, Internal Audit	$23,200	$20,000	$27,000	20
27.0	Bursar	$20,427	$17,250	$25,290	47
28.0	Director, Food Services	$25,800	$23,000	$29,500	43
29.0	Director, Physical Plant	$30,000	$26,771	$33,415	136
30.0	Director, Purchasing	$21,809	$18,073	$25,681	91
31.0	Director, Bookstore	$20,000	$15,800	$24,300	83
32.0	Director, Campus Security	$21,000	$18,303	$24,260	123
33.0	Director, Information Systems	$28,912	$22,000	$34,500	23
34.0	Director, News Bureau	$19,200	$16,300	$22,886	45
35.0	Director, Auxiliary Services	$29,430	$23,778	$33,500	45
36.0	Director, Admissions	$30,500	$28,100	$33,500	126
37.0	Director, Foreign Students	$22,586	$19,926	$28,619	17
38.0	Director, International Studies Education	$28,000	$23,647	$34,356	19
39.0	Director, Student Financial Aid	$24,421	$21,700	$28,000	139
40.0	Director, Student Placement	$22,893	$20,000	$27,025	128
41.0	Director, Student Counseling	$27,574	$23,310	$30,892	113
42.0	Director, Student Union	$22,177	$17,610	$26,500	84
43.0	Director, Student Health Services (Physician Administrator)	$41,272	$35,847	$48,160	52
44.0	Director, Student Health Services (Nurse Administrator)	$17,600	$15,500	$20,636	64
45.0	Director, Student Housing	$20,000	$17,000	$23,895	110
46.0	Director, Athletics	$32,000	$27,994	$37,080	110
47.0	Director, Athletics/Men	$29,737	$27,432	$35,075	14
48.0	Director, Athletics/Women	$24,000	$18,000	$25,665	20
49.0	Director, Campus Recreation/Intramurals	$20,500	$15,528	$25,200	41
50.0	Director, Alumni Affairs	$22,450	$19,000	$28,712	113
51.0	Director, Information Office	$22,300	$17,226	$27,500	63
52.0	Director, Community Services	$26,880	$23,018	$34,500	21
54.0	Director, Publications	$21,056	$18,310	$24,200	48
56.0	Chief Planning and Budget Officer	$44,538	$30,594	$51,000	7
57.0	Chief Development and Public Relations Officer	$42,500	$33,389	$50,000	27
58.0	Director, Personnel and Affirmative Action	$28,979	$25,530	$31,054	27
59.0	Director, Admissions and Financial Aid	$33,600	$30,224	$37,296	8
60.0	Director, Housing and Food Services	$30,144	$25,640	$30,924	7
61.0	Director, Development and Alumni Affairs	$26,620	$22,054	$33,000	12
64.0	Dean, Arts and Letters	$32,112	$28,408	$46,200	10
65.0	Dean, Arts and Sciences	$42,152	$38,700	$46,600	51
66.0	Dean, Business	$42,152	$36,000	$47,400	51
67.0	Dean, Communications	$33,868	$28,820	$42,152	9
68.0	Dean, Continuing Education	$36,500	$30,575	$41,510	58
70.0	Dean, Education	$42,152	$36,228	$44,600	54
71.0	Dean, Engineering	$46,300	$40,125	$51,000	11
73.0	Dean, Extension	$27,314	$27,000	$34,592	6
74.0	Dean, Fine Arts	$36,043	$28,408	$41,850	20
75.0	Dean, Graduate Programs	$39,491	$32,631	$42,750	58
76.0	Dean, Health Related Professions	$42,152	$37,450	$43,700	15
77.0	Dean, Home Economics	$36,595	$32,060	$42,152	5
78.0	Dean, Humanities	$33,471	$28,837	$40,400	17
81.0	Dean, Library and Information Sciences	$36,060	$27,000	$40,020	8
82.0	Dean, Mathematics	$31,500	$29,397	$40,668	8
84.0	Dean, Music	$34,342	$27,510	$38,015	15
85.0	Dean, Nursing	$35,281	$32,800	$39,500	19
86.0	Dean, Occupation Studies/Vocational Education/Technology	$40,150	$35,736	$41,416	13
89.0	Dean, Sciences	$34,500	$29,200	$42,152	21
90.0	Dean, Social Sciences	$35,557	$27,348	$42,152	25
91.0	Dean, Social Work	$37,000	$31,950	$40,983	7
92.0	Dean, Special Programs	$30,000	$28,396	$36,000	12
93.0	Dean, Undergraduate Programs	$39,800	$32,800	$49,058	15

Table 60
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $1,499,999 or less. **CASES SELECTED:** 23.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$29,404	$26,700	$39,113	23
4.0	Chief Academic Officer	$23,500	$20,570	$25,000	20
5.0	Chief Business Officer	$22,000	$15,400	$25,000	20
6.0	Chief Student Affairs Officer	$20,000	$15,924	$21,483	15
7.0	Chief Development Officer	$21,339	$17,700	$25,000	15
8.0	Chief Public Relations Officer	$14,500	$12,720	$25,800	7
14.0	Registrar	$15,000	$12,279	$16,700	16
17.0	Director, Library Services	$16,335	$12,626	$18,991	16
25.0	Comptroller	$20,400	$12,000	$20,400	5
28.0	Director, Food Services	$11,500	$10,519	$12,621	8
29.0	Director, Physical Plant	$14,011	$12,000	$18,000	8
31.0	Director, Bookstore	$8,728	$8,112	$14,300	8
36.0	Director, Admissions	$15,000	$14,500	$19,500	13
39.0	Director, Student Financial Aid	$14,000	$12,500	$18,000	14
40.0	Director, Student Placement	$15,000	$13,500	$17,500	5
41.0	Director, Student Counseling	$20,000	$17,952	$23,200	6
46.0	Director, Athletics	$14,483	$13,000	$18,700	6

Table 61
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 24.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$34,000	$30,000	$36,358	24
4.0	Chief Academic Officer	$24,000	$22,500	$27,273	23
5.0	Chief Business Officer	$23,000	$20,410	$27,000	23
6.0	Chief Student Affairs Officer	$19,095	$16,464	$22,364	23
7.0	Chief Development Officer	$26,300	$23,000	$28,000	17
8.0	Chief Public Relations Officer	$15,408	$13,000	$17,425	13
14.0	Registrar	$16,500	$15,990	$18,000	23
15.0	Director, Church Relations	$14,300	$13,380	$17,664	5
16.0	Director, Learning Resources Center	$16,000	$13,312	$21,200	6
17.0	Director, Library Services	$16,555	$15,000	$21,178	23
19.0	Director, Educational Media Services	$16,627	$12,600	$17,300	5
25.0	Comptroller	$14,476	$14,182	$20,000	10
28.0	Director, Food Services	$15,620	$14,000	$15,925	8
29.0	Director, Physical Plant	$16,750	$13,750	$18,500	20
31.0	Director, Bookstore	$10,450	$10,000	$13,230	16
36.0	Director, Admissions	$17,832	$15,000	$20,500	18
39.0	Director, Student Financial Aid	$13,650	$11,736	$15,600	20
40.0	Director, Student Placement	$14,040	$13,200	$16,000	10
41.0	Director, Student Counseling	$16,272	$13,000	$17,465	7
44.0	Director, Student Health Services (Nurse Administrator)	$12,000	$8,052	$15,273	7
45.0	Director, Student Housing	$14,182	$11,775	$14,667	5
46.0	Director, Athletics	$18,420	$16,000	$21,333	12
50.0	Director, Alumni Affairs	$13,380	$12,000	$16,500	9
70.0	Dean, Education	$22,170	$21,660	$23,028	5

Table 62

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $2,500,000 thru $4,999,999. **CASES SELECTED:** 112.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$43,120	$38,000	$49,800	105
3.0	Executive Vice President	$34,000	$31,024	$39,000	16
4.0	Chief Academic Officer	$31,063	$28,000	$35,200	103
5.0	Chief Business Officer	$30,000	$26,000	$33,200	104
6.0	Chief Student Affairs Officer	$23,625	$20,400	$27,500	106
7.0	Chief Development Officer	$29,290	$23,000	$32,859	92
8.0	Chief Public Relations Officer	$17,150	$15,000	$20,998	65
9.0	Chief Planning Officer	$20,220	$18,500	$25,392	19
10.0	Director, Personnel/Human Resources	$17,000	$13,500	$28,750	9
12.0	Chief Budgeting Officer	$25,000	$18,957	$26,400	7
14.0	Registrar	$17,676	$15,500	$21,000	103
15.0	Director, Church Relations	$17,000	$14,115	$20,750	23
16.0	Director, Learning Resources Center	$19,000	$16,800	$21,000	21
17.0	Director, Library Services	$19,900	$17,300	$22,010	101
18.0	Director, Computer Services	$21,000	$18,000	$24,000	52
19.0	Director, Educational Media Services	$15,730	$12,500	$19,740	22
20.0	Director, Institutional Research	$20,000	$17,440	$24,233	13
21.0	Director, Special and Deferred Gifts	$19,800	$17,200	$23,500	18
22.0	Administrator, Grants and Contracts	$20,900	$16,000	$22,000	17
25.0	Comptroller	$19,493	$17,000	$24,500	55
27.0	Bursar	$15,125	$14,000	$18,900	12
28.0	Director, Food Services	$18,500	$16,000	$20,976	22
29.0	Director, Physical Plant	$19,500	$17,675	$22,000	92
30.0	Director, Purchasing	$15,000	$12,000	$16,800	15
31.0	Director, Bookstore	$11,750	$10,036	$13,736	75
32.0	Director, Campus Security	$12,420	$11,000	$15,020	34
34.0	Director, News Bureau	$13,800	$12,556	$16,500	13
35.0	Director, Auxiliary Services	$15,889	$11,659	$17,600	6
36.0	Director, Admissions	$21,000	$18,000	$25,000	96
39.0	Director, Student Financial Aid	$16,200	$14,500	$18,500	96
40.0	Director, Student Placement	$16,000	$14,640	$18,000	61
41.0	Director, Student Counseling	$17,455	$15,850	$19,440	48
42.0	Director, Student Union	$13,100	$12,000	$16,560	15
43.0	Director, Student Health Services (Physician Administrator)	$15,000	$9,804	$25,280	7
44.0	Director, Student Health Services (Nurse Administrator)	$13,333	$10,600	$15,693	41
45.0	Director, Student Housing	$14,667	$12,500	$17,200	47
46.0	Director, Athletics	$20,800	$17,830	$25,900	60
47.0	Director, Athletics/Men	$23,098	$16,960	$27,932	7
48.0	Director, Athletics/Women	$19,432	$16,730	$22,163	10
49.0	Director, Campus Recreation/Intramurals	$13,648	$10,166	$16,300	13
50.0	Director, Alumni Affairs	$15,200	$13,000	$18,400	77
51.0	Director, Information Office	$16,900	$12,800	$19,140	17
52.0	Director, Community Services	$19,008	$16,800	$21,265	7
54.0	Director, Publications	$15,500	$14,880	$20,160	8
56.0	Chief Planning and Budget Officer	$27,550	$24,300	$33,350	5
57.0	Chief Development and Public Relations Officer	$22,700	$21,882	$28,578	9
58.0	Director, Personnel and Affirmative Action	$15,000	$14,958	$15,600	5
59.0	Director, Admissions and Financial Aid	$20,140	$15,600	$25,000	8
66.0	Dean, Business	$28,496	$24,783	$30,382	13
68.0	Dean, Continuing Education	$22,000	$19,008	$28,000	28
70.0	Dean, Education	$27,333	$22,247	$31,203	11
74.0	Dean, Fine Arts	$27,000	$26,316	$33,553	6
75.0	Dean, Graduate Programs	$24,276	$17,500	$30,000	11
76.0	Dean, Health Related Professions	$22,988	$22,451	$25,644	6
78.0	Dean, Humanities	$25,419	$23,035	$30,600	12
82.0	Dean, Mathematics	$22,667	$18,704	$26,003	6
85.0	Dean, Nursing	$28,496	$25,080	$33,000	8
89.0	Dean, Sciences	$28,136	$25,480	$33,120	11
90.0	Dean, Social Sciences	$24,000	$22,028	$30,600	12

Table 63
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $5-7.49-MILLION

MEASURE: Salary **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $5,000,000 thru $7,499,999. **CASES SELECTED:** 75.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$47,300	$39,987	$52,050	74
3.0	Executive Vice President	$36,000	$31,781	$43,400	19
4.0	Chief Academic Officer	$33,826	$31,000	$39,312	71
5.0	Chief Business Officer	$33,550	$29,000	$38,880	72
6.0	Chief Student Affairs Officer	$25,888	$23,651	$29,500	72
7.0	Chief Development Officer	$33,673	$27,000	$37,898	60
8.0	Chief Public Relations Officer	$20,609	$17,050	$23,016	47
9.0	Chief Planning Officer	$29,000	$27,240	$30,555	8
10.0	Director, Personnel/Human Resources	$18,500	$16,464	$20,000	13
14.0	Registrar	$19,500	$16,997	$23,100	73
15.0	Director, Church Relations	$20,000	$14,000	$22,500	20
16.0	Director, Learning Resources Center	$20,400	$17,407	$21,505	18
17.0	Director, Library Services	$21,960	$18,810	$26,160	71
18.0	Director, Computer Services	$21,000	$17,876	$24,046	48
19.0	Director, Educational Media Services	$15,200	$12,200	$20,667	17
20.0	Director, Institutional Research	$17,750	$13,860	$23,000	17
21.0	Director, Special and Deferred Gifts	$23,000	$19,000	$28,250	27
22.0	Administrator, Grants and Contracts	$22,000	$19,037	$24,500	19
25.0	Comptroller	$22,250	$19,675	$25,971	51
27.0	Bursar	$15,000	$12,708	$17,800	12
28.0	Director, Food Services	$22,000	$19,000	$26,000	26
29.0	Director, Physical Plant	$22,140	$19,500	$25,000	68
30.0	Director, Purchasing	$17,000	$14,300	$20,200	21
31.0	Director, Bookstore	$13,333	$11,000	$15,925	55
32.0	Director, Campus Security	$15,600	$13,963	$19,500	34
33.0	Director, Information Systems	$22,700	$18,848	$23,000	5
34.0	Director, News Bureau	$16,500	$13,656	$20,350	11
35.0	Director, Auxiliary Services	$18,556	$17,000	$22,575	11
36.0	Director, Admissions	$24,000	$20,000	$27,500	65
37.0	Director, Foreign Students	$17,950	$14,400	$27,650	7
39.0	Director, Student Financial Aid	$18,700	$16,000	$21,612	70
40.0	Director, Student Placement	$18,000	$15,318	$20,000	60
41.0	Director, Student Counseling	$20,000	$17,400	$23,921	44
42.0	Director, Student Union	$17,000	$12,800	$19,946	23
43.0	Director, Student Health Services (Physician Administrator)	$21,753	$16,850	$26,800	12
44.0	Director, Student Health Services (Nurse Administrator)	$14,850	$12,600	$17,800	47
45.0	Director, Student Housing	$15,000	$13,200	$16,872	52
46.0	Director, Athletics	$24,000	$20,600	$29,071	50
48.0	Director, Athletics/Women	$17,480	$15,830	$22,000	7
49.0	Director, Campus Recreation/Intramurals	$16,002	$12,000	$24,612	18
50.0	Director, Alumni Affairs	$17,943	$15,504	$21,660	59
51.0	Director, Information Office	$14,688	$13,400	$20,500	14
52.0	Director, Community Services	$20,000	$18,810	$25,250	9
54.0	Director, Publications	$17,400	$12,750	$18,500	12
57.0	Chief Development and Public Relations Officer	$31,000	$27,418	$34,140	8
58.0	Director, Personnel and Affirmative Action	$17,900	$14,838	$21,091	11
59.0	Director, Admissions and Financial Aid	$25,615	$24,000	$30,500	8
64.0	Dean, Arts and Letters	$28,536	$24,735	$30,400	5
65.0	Dean, Arts and Sciences	$29,500	$25,275	$31,411	5
66.0	Dean, Business	$26,000	$24,226	$36,816	15
68.0	Dean, Continuing Education	$26,300	$22,300	$28,394	22
70.0	Dean, Education	$26,500	$22,150	$30,600	15
74.0	Dean, Fine Arts	$29,200	$27,060	$30,667	11
75.0	Dean, Graduate Programs	$23,000	$19,800	$30,720	11
78.0	Dean, Humanities	$25,105	$20,200	$30,866	12
82.0	Dean, Mathematics	$21,733	$21,340	$28,116	6
84.0	Dean, Music	$23,760	$20,267	$27,882	6
85.0	Dean, Nursing	$27,360	$23,060	$34,364	11
89.0	Dean, Sciences	$27,880	$23,831	$36,473	16
90.0	Dean, Social Sciences	$25,298	$23,472	$34,785	15
91.0	Dean, Social Work	$24,667	$20,600	$32,737	6
92.0	Dean, Special Programs	$27,600	$21,500	$31,600	5

Table 64

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $7.5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $7,500,000 thru $9,999,999. **CASES SELECTED:** 47.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$53,350	$47,600	$61,200	46
3.0	Executive Vice President	$38,100	$36,225	$44,000	11
4.0	Chief Academic Officer	$39,800	$35,000	$44,200	45
5.0	Chief Business Officer	$39,570	$34,000	$43,980	43
6.0	Chief Student Affairs Officer	$31,000	$29,160	$34,560	44
7.0	Chief Development Officer	$34,423	$30,500	$40,000	41
8.0	Chief Public Relations Officer	$22,180	$20,580	$25,500	23
9.0	Chief Planning Officer	$29,925	$28,227	$34,000	9
10.0	Director, Personnel/Human Resources	$21,000	$17,090	$23,980	18
12.0	Chief Budgeting Officer	$28,475	$26,800	$36,000	6
14.0	Registrar	$23,034	$19,620	$25,700	47
15.0	Director, Church Relations	$26,800	$18,148	$30,240	13
16.0	Director, Learning Resources Center	$19,533	$16,800	$25,250	8
17.0	Director, Library Services	$25,700	$24,090	$30,094	46
18.0	Director, Computer Services	$25,500	$21,882	$29,800	38
19.0	Director, Educational Media Services	$17,325	$15,000	$20,008	13
20.0	Director, Institutional Research	$23,199	$22,600	$27,000	13
21.0	Director, Special and Deferred Gifts	$24,500	$22,500	$28,430	19
22.0	Administrator, Grants and Contracts	$22,950	$19,800	$23,200	9
25.0	Comptroller	$24,460	$23,400	$27,500	38
27.0	Bursar	$18,450	$14,190	$22,200	5
28.0	Director, Food Services	$24,000	$23,760	$25,425	11
29.0	Director, Physical Plant	$25,000	$23,500	$28,000	42
30.0	Director, Purchasing	$19,000	$17,127	$21,982	19
31.0	Director, Bookstore	$16,800	$14,652	$20,064	34
32.0	Director, Campus Security	$17,100	$14,508	$19,180	26
34.0	Director, News Bureau	$15,870	$14,000	$21,362	15
36.0	Director, Admissions	$27,000	$23,000	$29,700	42
39.0	Director, Student Financial Aid	$21,000	$19,650	$23,508	44
40.0	Director, Student Placement	$19,425	$17,380	$21,450	41
41.0	Director, Student Counseling	$21,919	$19,500	$27,000	29
42.0	Director, Student Union	$17,397	$16,500	$22,700	18
43.0	Director, Student Health Services (Physician Administrator)	$25,000	$13,000	$36,730	8
44.0	Director, Student Health Services (Nurse Administrator)	$16,933	$15,032	$19,320	23
45.0	Director, Student Housing	$16,200	$13,000	$19,250	30
46.0	Director, Athletics	$27,675	$25,640	$32,210	35
48.0	Director, Athletics/Women	$18,682	$17,175	$30,227	6
49.0	Director, Campus Recreation/Intramurals	$12,500	$10,667	$17,333	7
50.0	Director, Alumni Affairs	$20,000	$17,365	$25,500	40
51.0	Director, Information Office	$20,680	$17,500	$25,637	18
52.0	Director, Community Services	$17,500	$13,840	$26,880	6
54.0	Director, Publications	$18,000	$15,800	$22,180	11
57.0	Chief Development and Public Relations Officer	$40,000	$30,354	$41,800	8
58.0	Director, Personnel and Affirmative Action	$18,600	$17,000	$21,656	6
59.0	Director, Admissions and Financial Aid	$28,700	$27,000	$30,000	6
68.0	Dean, Continuing Education	$28,150	$23,735	$31,000	13
75.0	Dean, Graduate Programs	$35,500	$33,374	$36,400	5

Table 65
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $10,000,000 or more. **CASES SELECTED:** 88.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$63,500	$55,500	$70,848	79
3.0	Executive Vice President	$43,403	$38,190	$50,400	18
4.0	Chief Academic Officer	$46,000	$41,000	$53,231	81
5.0	Chief Business Officer	$45,000	$40,000	$51,502	81
6.0	Chief Student Affairs Officer	$36,200	$32,000	$41,000	81
7.0	Chief Development Officer	$39,200	$33,075	$46,750	67
8.0	Chief Public Relations Officer	$28,000	$24,100	$34,600	47
9.0	Chief Planning Officer	$36,152	$32,400	$43,000	9
10.0	Director, Personnel/Human Resources	$23,500	$19,769	$27,250	54
12.0	Chief Budgeting Officer	$30,000	$24,000	$33,500	17
13.0	Director, Legal Services	$45,617	$39,109	$46,000	5
14.0	Registrar	$26,000	$22,700	$29,450	80
15.0	Director, Church Relations	$19,595	$16,000	$22,000	17
16.0	Director, Learning Resources Center	$24,000	$17,250	$31,513	16
17.0	Director, Library Services	$31,050	$25,143	$36,000	83
18.0	Director, Computer Services	$30,600	$26,000	$35,700	80
19.0	Director, Educational Media Services	$18,660	$17,000	$22,000	33
20.0	Director, Institutional Research	$25,179	$21,186	$31,596	21
21.0	Director, Special and Deferred Gifts	$25,300	$18,530	$30,560	44
22.0	Administrator, Grants and Contracts	$22,375	$18,000	$31,200	24
23.0	Director, Affirmative Action/Equal Employment	$22,000	$16,000	$27,750	18
25.0	Comptroller	$32,000	$27,700	$35,100	69
26.0	Director, Internal Audit	$21,600	$20,000	$26,000	13
27.0	Bursar	$18,700	$17,000	$23,780	25
28.0	Director, Food Services	$27,000	$23,326	$33,933	29
29.0	Director, Physical Plant	$30,525	$26,771	$34,400	82
30.0	Director, Purchasing	$22,000	$18,500	$25,375	43
31.0	Director, Bookstore	$19,012	$15,478	$23,000	56
32.0	Director, Campus Security	$20,500	$17,810	$22,600	73
33.0	Director, Information Systems	$27,500	$22,000	$32,967	11
34.0	Director, News Bureau	$18,100	$15,200	$23,873	32
35.0	Director, Auxiliary Services	$26,700	$21,414	$30,800	21
36.0	Director, Admissions	$30,850	$28,000	$35,200	78
37.0	Director, Foreign Students	$19,926	$17,556	$20,952	9
38.0	Director, International Studies Education	$25,000	$20,000	$28,800	13
39.0	Director, Student Financial Aid	$23,600	$19,000	$27,830	84
40.0	Director, Student Placement	$21,840	$19,152	$24,688	76
41.0	Director, Student Counseling	$24,750	$21,090	$28,920	65
42.0	Director, Student Union	$20,250	$17,050	$24,475	45
43.0	Director, Student Health Services (Physician Administrator)	$40,236	$35,500	$48,160	25
44.0	Director, Student Health Services (Nurse Administrator)	$16,972	$15,350	$20,160	42
45.0	Director, Student Housing	$18,000	$15,900	$21,100	70
46.0	Director, Athletics	$30,500	$26,294	$34,800	66
47.0	Director, Athletics/Men	$31,200	$29,050	$35,075	7
48.0	Director, Athletics/Women	$19,200	$17,854	$25,650	12
49.0	Director, Campus Recreation/Intramurals	$20,500	$16,000	$25,200	22
50.0	Director, Alumni Affairs	$24,200	$19,525	$29,800	75
51.0	Director, Information Office	$21,000	$16,500	$27,500	39
52.0	Director, Community Services	$26.920	$23,000	$36,500	11
54.0	Director, Publications	$20,900	$18,750	$24,200	33
56.0	Chief Planning and Budget Officer	$32,589	$30,594	$48,000	5
57.0	Chief Development and Public Relations Officer	$48,400	$42,500	$51,100	17
58.0	Director, Personnel and Affirmative Action	$29,000	$22,000	$31,000	16
59.0	Director, Admissions and Financial Aid	$31,900	$30,224	$35,750	6
61.0	Director, Development and Alumni Affairs	$26,620	$26,000	$31,101	5
65.0	Dean, Arts and Sciences	$43,000	$39,446	$47,121	18
66.0	Dean, Business	$40,667	$33,900	$53,500	22
67.0	Dean, Communications	$32,450	$28,820	$46,860	6
68.0	Dean, Continuing Education	$32,417	$26,611	$39,483	29
70.0	Dean, Education	$35,229	$27,841	$47,040	14
71.0	Dean, Engineering	$46,300	$30,000	$51,000	8
74.0	Dean, Fine Arts	$30,667	$21,500	$41,850	8
75.0	Dean, Graduate Programs	$33,000	$30,380	$43,500	21
78.0	Dean, Humanities	$28,837	$23,404	$30,000	7
84.0	Dean, Music	$34,342	$27,510	$38,015	9
85.0	Dean, Nursing	$35,000	$32,693	$36,053	7
89.0	Dean, Sciences	$30,600	$29,000	$34,300	8
90.0	Dean, Social Sciences	$27,348	$27,097	$32,300	9
93.0	Dean, Undergraduate Programs	$39,800	$33,800	$42,000	9

Table 66
2-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $1,499,999 or less. **CASES SELECTED:** 42.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$37,324	$29,757	$45,000	39
4.0	Chief Academic Officer	$30,800	$23,795	$36,518	35
5.0	Chief Business Officer	$23,136	$18,000	$31,123	30
6.0	Chief Student Affairs Officer	$27,183	$19,908	$34,002	25
7.0	Chief Development Officer	$20,000	$15,000	$28,000	11
8.0	Chief Public Relations Officer	$12,000	$10,112	$19,500	10
14.0	Registrar	$17,000	$14,950	$25,402	30
16.0	Director, Learning Resources Center	$24,990	$17,500	$28,320	16
17.0	Director, Library Services	$18,000	$14,400	$20,563	17
25.0	Comptroller	$15,186	$14,065	$23,005	6
28.0	Director, Food Services	$12,489	$7,200	$16,095	7
29.0	Director, Physical Plant	$14,940	$12,129	$22,533	13
31.0	Director, Bookstore	$11,000	$7,904	$12,912	9
36.0	Director, Admissions	$17,716	$12,907	$21,625	14
39.0	Director, Student Financial Aid	$14,500	$12,000	$24,102	22
41.0	Director, Student Counseling	$19,691	$15,600	$25,032	15
44.0	Director, Student Health Services (Nurse Administrator)	$16,630	$9,600	$18,000	5
46.0	Director, Athletics	$18,000	$8,467	$21,641	5
51.0	Director, Information Office	$18,360	$18,250	$18,360	6
52.0	Director, Community Services	$25,680	$18,000	$33,670	5
59.0	Director, Admissions and Financial Aid	$20,778	$19,800	$21,350	5
66.0	Dean, Business	$24,500	$17,640	$27,893	10
67.0	Dean, Communications	$27,047	$25,641	$30,513	7
86.0	Dean, Occupation Studies/Vocational Education/Technology	$16,800	$15,264	$22,426	5
89.0	Dean, Sciences	$25,641	$13,694	$26,492	5
90.0	Dean, Social Sciences	$27,240	$13,694	$28,020	6

Table 67

2-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $1,500,000 thru $2,499,999. **CASES SELECTED:** 43.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$39,072	$36,915	$43,000	39
3.0	Executive Vice President	$35,970	$33,636	$42,000	9
4.0	Chief Academic Officer	$30,864	$28,373	$34,416	35
5.0	Chief Business Officer	$27,600	$24,000	$30,895	35
6.0	Chief Student Affairs Officer	$26,710	$24,814	$32,761	33
7.0	Chief Development Officer	$20,891	$20,800	$24,000	5
8.0	Chief Public Relations Officer	$17,875	$11,000	$21,436	10
14.0	Registrar	$20,796	$17,652	$23,324	26
16.0	Director, Learning Resources Center	$22,612	$21,304	$26,082	14
17.0	Director, Library Services	$21,900	$19,980	$26,875	29
18.0	Director, Computer Services	$19,825	$18,302	$24,000	11
25.0	Comptroller	$20,339	$15,090	$21,844	11
28.0	Director, Food Services	$16,000	$15,773	$22,500	6
29.0	Director, Physical Plant	$17,293	$14,677	$19,000	18
30.0	Director, Purchasing	$14,667	$14,311	$16,299	6
31.0	Director, Bookstore	$10,500	$9,452	$12,230	10
36.0	Director, Admissions	$21,585	$19,488	$27,361	17
39.0	Director, Student Financial Aid	$19,040	$16,524	$21,764	27
40.0	Director, Student Placement	$19,896	$16,174	$21,211	8
41.0	Director, Student Counseling	$21,222	$16,200	$22,863	16
46.0	Director, Athletics	$19,547	$17,690	$22,124	9
52.0	Director, Community Services	$25,000	$20,908	$27,000	15
58.0	Director, Personnel and Affirmative Action	$14,054	$13,824	$16,800	5
59.0	Director, Admissions and Financial Aid	$24,890	$22,147	$27,540	7
65.0	Dean, Arts and Sciences	$28,200	$23,851	$31,275	8
66.0	Dean, Business	$25,351	$25,000	$28,000	12
68.0	Dean, Continuing Education	$27,688	$22,500	$31,000	8
76.0	Dean, Health Related Professions	$28,908	$28,908	$29,140	5
78.0	Dean, Humanities	$25,253	$24,250	$26,639	5
85.0	Dean, Nursing	$26,998	$26,107	$28,213	6
86.0	Dean, Occupation Studies/Vocational Education/Technology	$28,122	$24,553	$29,364	9
90.0	Dean, Social Sciences	$25,217	$24,733	$26,908	6

Table 68
2-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary **CLASSIFICATION(S):** 2-year College **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $2,500,000 thru $4,999,999. **CASES SELECTED:** 115.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,000	$43,240	$46,090	6
2.0	Chief Executive Officer, Single Institution	$44,097	$40,629	$47,900	111
3.0	Executive Vice President	$38,690	$34,250	$41,400	21
4.0	Chief Academic Officer	$35,000	$31,560	$36,690	102
5.0	Chief Business Officer	$32,100	$28,309	$35,000	105
6.0	Chief Student Affairs Officer	$31,448	$27,420	$34,255	106
7.0	Chief Development Officer	$27,500	$22,200	$33,300	24
8.0	Chief Public Relations Officer	$21,140	$16,860	$26,500	38
9.0	Chief Planning Officer	$29,835	$23,712	$31,104	11
10.0	Director, Personnel/Human Resources	$22,920	$18,000	$24,240	12
11.0	Chief Health Professions Officer	$29,577	$21,876	$33,104	7
12.0	Chief Budgeting Officer	$24,491	$20,657	$28,353	11
14.0	Registrar	$23,023	$18,500	$26,490	70
16.0	Director, Learning Resources Center	$25,832	$22,145	$28,670	54
17.0	Director, Library Services	$23,059	$20,064	$26,416	72
18.0	Director, Computer Services	$23,950	$20,000	$26,182	56
19.0	Director, Educational Media Services	$20,334	$17,124	$22,833	21
20.0	Director, Institutional Research	$27,230	$22,000	$29,640	25
22.0	Administrator, Grants and Contracts	$22,308	$19,292	$24,851	8
23.0	Director, Affirmative Action/Equal Employment	$25,000	$20,370	$25,688	7
25.0	Comptroller	$23,028	$20,500	$25,974	35
27.0	Bursar	$17,209	$16,600	$22,968	5
28.0	Director, Food Services	$16,248	$13,824	$20,891	19
29.0	Director, Physical Plant	$21,600	$18,840	$25,367	66
30.0	Director, Purchasing	$17,400	$14,200	$20,155	17
31.0	Director, Bookstore	$13,994	$12,444	$15,778	44
32.0	Director, Campus Security	$14,900	$12,797	$18,000	18
33.0	Director, Information Systems	$23,590	$23,509	$27,717	5
35.0	Director, Auxiliary Services	$21,225	$17,430	$22,200	13
36.0	Director, Admissions	$23,400	$21,230	$28,500	56
39.0	Director, Student Financial Aid	$21,012	$18,400	$24,120	85
40.0	Director, Student Placement	$21,067	$19,000	$24,658	34
41.0	Director, Student Counseling	$24,000	$20,868	$27,080	49
42.0	Director, Student Union	$22,000	$17,218	$25,634	19
44.0	Director, Student Health Services (Nurse Administrator)	$18,340	$16,100	$19,920	12
45.0	Director, Student Housing	$16,712	$16,196	$26,140	10
46.0	Director, Athletics	$25,416	$23,178	$30,186	37
49.0	Director, Campus Recreation/Intramurals	$19,004	$15,103	$25,155	14
50.0	Director, Alumni Affairs	$16,000	$11,400	$18,000	7
51.0	Director, Information Office	$17,835	$15,991	$19,804	17
52.0	Director, Community Services	$24,500	$21,395	$29,209	34
57.0	Chief Development and Public Relations Officer	$27,563	$24,000	$32,391	13
58.0	Director, Personnel and Affirmative Action	$21,924	$19,825	$27,820	20
59.0	Director, Admissions and Financial Aid	$25,077	$18,300	$26,000	9
65.0	Dean, Arts and Sciences	$27,300	$25,779	$30,626	8
66.0	Dean, Business	$27,700	$26,105	$31,233	30
68.0	Dean, Continuing Education	$25,634	$23,724	$29,952	34
71.0	Dean, Engineering	$30,293	$29,930	$30,655	10
76.0	Dean, Health Related Professions	$31,310	$26,412	$34,087	14
78.0	Dean, Humanities	$30,600	$27,064	$32,000	24
85.0	Dean, Nursing	$25,951	$24,700	$30,579	13
86.0	Dean, Occupation Studies/Vocational Education/Technology	$31,916	$28,632	$33,261	33
89.0	Dean, Sciences	$31,851	$29,410	$33,456	21
90.0	Dean, Social Sciences	$29,210	$26,297	$32,000	15
92.0	Dean, Special Programs	$27,905	$24,000	$34,600	11

Table 69
2-YEAR COLLEGES WITH BUDGETS $5-9.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** $5,000,000 thru $9,999,999. **CASES SELECTED:** 111.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,700	$43,000	$55,448	12
2.0	Chief Executive Officer, Single Institution	$46,860	$4[illegible],248	$52,795	103
3.0	Executive Vice President	$39,340	$34,349	$44,980	24
4.0	Chief Academic Officer	$37,594	$34,501	$41,750	91
5.0	Chief Business Officer	$36,111	$32,500	$40,110	98
6.0	Chief Student Affairs Officer	$34,401	$30,122	$38,055	101
7.0	Chief Development Officer	$29,714	$26,858	$37,000	26
8.0	Chief Public Relations Officer	$24,812	$23,188	$28,955	35
9.0	Chief Planning Officer	$32,644	$30,289	$38,482	21
10.0	Director, Personnel/Human Resources	$27,000	$22,119	$30,316	36
11.0	Chief Health Professions Officer	$27,600	$24,881	$34,125	7
12.0	Chief Budgeting Officer	$26,325	$24,140	$31,852	19
14.0	Registrar	$25,641	$21,210	$31,030	86
16.0	Director, Learning Resources Center	$29,500	$26,380	$32,261	62
17.0	Director, Library Services	$28,427	$24,028	$32,700	60
18.0	Director, Computer Services	$28,087	$24,089	$30,504	74
19.0	Director, Educational Media Services	$21,526	$18,161	$26,093	35
20.0	Director, Institutional Research	$25,857	$22,500	$29,697	30
22.0	Administrator, Grants and Contracts	$26,600	$24,150	$30,777	18
23.0	Director, Affirmative Action/Equal Employment	$21,624	$17,050	$26,221	12
25.0	Comptroller	$24,659	$21,500	$29,310	60
26.0	Director, Internal Audit	$25,932	$24,137	$26,325	5
27.0	Bursar	$18,000	$15,400	$24,587	14
28.0	Director, Food Services	$17,000	$15,600	$20,709	23
29.0	Director, Physical Plant	$25,620	$21,708	$29,138	94
30.0	Director, Purchasing	$21,528	$17,853	$24,540	39
31.0	Director, Bookstore	$16,373	$14,790	$18,852	56
32.0	Director, Campus Security	$17,244	$13,676	$20,955	38
33.0	Director, Information Systems	$29,938	$24,962	$34,659	10
34.0	Director, News Bureau	$22,426	$17,775	$25,260	6
35.0	Director, Auxiliary Services	$20,892	$20,500	$30,016	14
36.0	Director, Admissions	$25,290	$21,780	$31,030	55
39.0	Director, Student Financial Aid	$21,780	$19,000	$26,699	88
40.0	Director, Student Placement	$22,379	$19,347	$26,814	41
41.0	Director, Student Counseling	$27,468	$25,043	$30,348	67
42.0	Director, Student Union	$24,000	$18,620	$29,053	36
44.0	Director, Student Health Services (Nurse Administrator)	$18,207	$17,400	$21,333	25
45.0	Director, Student Housing	$15,908	$13,416	$22,934	13
46.0	Director, Athletics	$29,316	$26,097	$34,769	43
49.0	Director, Campus Recreation/Intramurals	$23,023	$18,996	$23,872	18
50.0	Director, Alumni Affairs	$19,000	$12,600	$22,108	6
51.0	Director, Information Office	$20,670	$17,250	$23,800	34
52.0	Director, Community Services	$29,172	$25,803	$33,088	58
57.0	Chief Development and Public Relations Officer	$28,720	$21,383	$35,749	7
58.0	Director, Personnel and Affirmative Action	$23,760	$21,444	$27,329	27
59.0	Director, Admissions and Financial Aid	$32,621	$29,658	$34,364	9
63.0	Dean, Agriculture	$30,400	$28,470	$31,718	9
64.0	Dean, Arts and Letters	$30,657	$29,100	$38,075	6
65.0	Dean, Arts and Sciences	$31,200	$27,543	$35,400	22
66.0	Dean, Business	$31,982	$28,780	$34,000	51
67.0	Dean, Communications	$29,970	$28,304	$33,500	10
68.0	Dean, Continuing Education	$31,387	$27,900	$36,500	47
71.0	Dean, Engineering	$31,449	$28,900	$32,568	13
73.0	Dean, Extension	$29,556	$25,307	$35,573	10
74.0	Dean, Fine Arts	$29,850	$28,776	$30,675	8
76.0	Dean, Health Related Professions	$32,200	$27,064	$35,000	20
77.0	Dean, Home Economics	$25,508	$24,050	$29,382	5
78.0	Dean, Humanities	$33,976	$31,008	$38,469	22
79.0	Dean, Instruction	$36,487	$33,944	$39,487	10
81.0	Dean, Library and Information Sciences	$28,715	$27,320	$31,131	6
82.0	Dean, Mathematics	$31,073	$29,622	$33,976	12
85.0	Dean, Nursing	$29,467	$28,000	$32,956	24
86.0	Dean, Occupation Studies/Vocational Education/Technology	$33,072	$30,200	$36,930	59
89.0	Dean, Sciences	$32,235	$29,987	$35,650	24
90.0	Dean, Social Sciences	$31,573	$29,742	$34,512	29
92.0	Dean, Special Programs	$30,684	$27,500	$32,835	9

Table 70
2-YEAR COLLEGES WITH BUDGETS $10-MILLION OR MORE

MEASURE: Salary **CLASSIFICATION(S):** 2-year College **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: $10,000,000 or more. **CASES SELECTED:** 132.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,789	$55,000	$73,611	41
2.0	Chief Executive Officer, Single Institution	$53,062	$48,773	$57,637	105
3.0	Executive Vice President	$46,496	$41,516	$51,000	37
4.0	Chief Academic Officer	$43,527	$40,000	$48,280	107
5.0	Chief Business Officer	$42,319	$37,500	$47,695	124
6.0	Chief Student Affairs Officer	$40,000	$35,303	$44,736	108
7.0	Chief Development Officer	$33,800	$29,500	$36,491	24
8.0	Chief Public Relations Officer	$31,725	$26,081	$36,800	63
9.0	Chief Planning Officer	$38,900	$34,300	$41,579	33
10.0	Director, Personnel/Human Resources	$32,975	$29,000	$39,650	79
11.0	Chief Health Professions Officer	$37,000	$33,300	$41,813	15
12.0	Chief Budgeting Officer	$34,107	$28,203	$40,932	43
13.0	Director, Legal Services	$34,047	$27,875	$38,420	10
14.0	Registrar	$31,940	$26,536	$35,430	89
16.0	Director, Learning Resources Center	$34,435	$30,500	$39,714	71
17.0	Director, Library Services	$33,000	$28,811	$37,992	65
18.0	Director, Computer Services	$33,252	$28,971	$37,306	90
19.0	Director, Educational Media Services	$27,030	$23,014	$33,025	49
20.0	Director, Institutional Research	$29,695	$25,500	$35,071	73
22.0	Administrator, Grants and Contracts	$28,006	$24,200	$34,500	39
23.0	Director, Affirmative Action/Equal Employment	$29,804	$22,611	$36,088	39
24.0	Director, Employee Training	$30,690	$25,584	$36,500	8
25.0	Comptroller	$32,435	$28,710	$35,295	78
26.0	Director, Internal Audit	$27,560	$23,408	$31,350	30
27.0	Bursar	$20,216	$19,000	$26,500	23
28.0	Director, Food Services	$24,094	$22,428	$29,150	29
29.0	Director, Physical Plant	$31,207	$28,152	$35,023	105
30.0	Director, Purchasing	$26,685	$21,536	$30,700	80
31.0	Director, Bookstore	$21,660	$19,130	$26,000	62
32.0	Director, Campus Security	$23,744	$20,076	$27,949	74
33.0	Director, Information Systems	$33,500	$31,207	$39,960	26
34.0	Director, News Bureau	$25,913	$25,908	$27,405	5
35.0	Director, Auxiliary Services	$29,900	$24,007	$33,499	31
36.0	Director, Admissions	$30,235	$26,289	$34,872	66
37.0	Director, Foreign Students	$27,000	$25,281	$28,656	5
38.0	Director, International Studies Education	$30,400	$29,300	$31,500	6
39.0	Director, Student Financial Aid	$29,000	$25,000	$33,200	100
40.0	Director, Student Placement	$24,124	$21,429	$29,300	57
41.0	Director, Student Counseling	$32,230	$29,423	$38,516	79
42.0	Director, Student Union	$28,212	$22,910	$34,980	44
4[illegible].0	Director, Student Health Services (Nurse Administrator)	$20,000	$16,894	$23,039	32
45.0	Director, Student Housing	$18,726	$18,500	$21,710	9
46.0	Director, Athletics	$33,498	$29,180	$39,325	60
47.0	Director, Athletics/Men	$29,491	$28,493	$43,826	6
49.0	Director, Campus Recreation/Intramurals	$24,528	$19,200	$34,584	10
50.0	Director, Alumni Affairs	$23,436	$13,636	$25,506	8
51.0	Director, Information Office	$24,025	$20,670	$29,893	44
52.0	Director, Community Services	$35,466	$29,415	$41,235	54
54.0	Director, Publications	$23,874	$23,588	$26,548	10
55.0	Director, Risk Management and Insurance	$25,750	$22,409	$27,000	5
56.0	Chief Planning and Budget Officer	$34,103	$34,000	$38,100	8
57.0	Chief Development and Public Relations Officer	$35,700	$30,000	$47,308	7
58.0	Director, Personnel and Affirmative Action	$33,270	$27,672	$35,901	25
59.0	Director, Admissions and Financial Aid	$31,900	$28,860	$37,720	6
61.0	Director, Development and Alumni Affairs	$33,331	$32,880	$35,295	5
63.0	Dean, Agriculture	$34,467	$30,352	$39,038	9
64.0	Dean, Arts and Letters	$38,627	$35,220	$39,305	12
65.0	Dean, Arts and Sciences	$36,492	$32,000	$43,514	35
66.0	Dean, Business	$35,885	$32,315	$38,855	61
67.0	Dean, Communications	$33,600	$30,342	$38,693	22
68.0	Dean, Continuing Education	$36,143	$30,021	$41,976	64
69.0	Dean, Dentistry	$39,921	$37,000	$40,548	5
71.0	Dean, Engineering	$33,105	$31,159	$36,823	22
73.0	Dean, Extension	$35,802	$28,080	$41,000	7
74.0	Dean, Fine Arts	$37,662	$32,200	$40,920	19
76.0	Dean, Health Related Professions	$33,958	$31,260	$39,305	43
78.0	Dean, Humanities	$37,271	$33,082	$40,540	29
79.0	Dean, Instruction	$41,976	$37,994	$45,366	23
82.0	Dean, Mathematics	$34,959	$29,750	$39,889	20
85.0	Dean, Nursing	$34,254	$29,881	$36,860	25
86.0	Dean, Occupation Studies/Vocational Education/Technology	$38,018	$34,600	$42,525	60
89.0	Dean, Sciences	$38,448	$34,630	$40,742	35
90.0	Dean, Social Sciences	$35,195	$31,649	$39,714	44
92.0	Dean, Special Programs	$33,424	$29,390	$40,548	11

Table 71
INSTITUTIONS OF THE NORTHWESTERN CUPA REGION

MEASURE: Salary **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 73.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$57,000	$35,000	$60,000	8
2.0	Chief Executive Officer, Single Institution	$53,952	$47,000	$60,075	68
3.0	Executive Vice President	$46,000	$40,000	$47,508	12
4.0	Chief Academic Officer	$41,800	$37,476	$48,949	60
5.0	Chief Business Officer	$41,800	$34,598	$47,308	67
6.0	Chief Student Affairs Officer	$37,968	$31,932	$41,800	63
7.0	Chief Development Officer	$38,175	$28,968	$44,531	35
8.0	Chief Public Relations Officer	$31,239	$25,070	$37,110	37
9.0	Chief Planning Officer	$33,100	$28,600	$38,082	15
10.0	Director, Personnel/Human Resources	$28,204	$24,500	$35,430	31
11.0	Chief Health Professions Officer	$43,224	$34,980	$68,853	9
12.0	Chief Budgeting Officer	$35,500	$28,020	$38,440	23
13.0	Director, Legal Services	$45,108	$39,000	$45,926	5
14.0	Registrar	$29,078	$22,875	$31,979	59
16.0	Director, Learning Resources Center	$28,227	$24,000	$33,780	24
17.0	Director, Library Services	$30,000	$23,500	$36,816	52
18.0	Director, Computer Services	$32,472	$28,000	$36,000	49
19.0	Director, Educational Media Services	$26,233	$23,469	$30,338	22
20.0	Director, Institutional Research	$29,870	$25,958	$34,507	22
21.0	Director, Special and Deferred Gifts	$28,700	$23,055	$31,866	16
22.0	Administrator, Grants and Contracts	$34,020	$28,655	$38,600	19
23.0	Director, Affirmative Action/Equal Employment	$27,500	$24,341	$29,500	21
24.0	Director, Employee Training	$24,192	$22,752	$25,584	5
25.0	Comptroller	$29,500	$23,700	$33,500	46
26.0	Director, Internal Audit	$28,296	$23,750	$30,297	15
28.0	Director, Food Services	$24,926	$16,397	$28,090	23
29.0	Director, Physical Plant	$29,760	$26,220	$34,980	59
30.0	Director, Purchasing	$25,000	$21,773	$27,706	31
31.0	Director, Bookstore	$21,120	$16,584	$25,500	44
32.0	Director, Campus Security	$21,720	$16,644	$24,847	33
33.0	Director, Information Systems	$33,180	$27,851	$34,659	10
34.0	Director, News Bureau	$22,344	$20,400	$26,995	11
35.0	Director, Auxiliary Services	$29,150	$25,000	$33,200	19
36.0	Director, Admissions	$28,152	$25,000	$31,450	40
37.0	Director, Foreign Students	$25,281	$21,400	$30,000	8
38.0	Director, International Studies Education	$29,443	$26,000	$34,356	9
39.0	Director, Student Financial Aid	$25,050	$22,164	$30,316	58
40.0	Director, Student Placement	$25,680	$20,055	$29,378	38
41.0	Director, Student Counseling	$30,138	$27,000	$33,820	45
42.0	Director, Student Union	$27,300	$24,790	$31,620	32
43.0	Director, Student Health Services (Physician Administrator)	$47,500	$47,008	$50,061	14
44.0	Director, Student Health Services (Nurse Administrator)	$19,792	$17,900	$22,913	17
45.0	Director, Student Housing	$25,000	$17,250	$28,704	27
46.0	Director, Athletics	$31,312	$26,950	$36,726	36
47.0	Director, Athletics/Men	$31,399	$29,737	$33,200	10
48.0	Director, Athletics/Women	$24,807	$24,221	$31,100	14
49.0	Director, Campus Recreation/Intramurals	$22,200	$16,585	$25,428	20
50.0	Director, Alumni Affairs	$22,332	$20,256	$29,557	27
51.0	Director, Information Office	$25,070	$23,280	$30,924	20
52.0	Director, Community Services	$32,436	$27,162	$35,466	15
54.0	Director, Publications	$28,340	$25,000	$32,344	11
55.0	Director, Risk Management and Insurance	$27,000	$24,898	$27,600	5
56.0	Chief Planning and Budget Officer	$45,000	$38,100	$50,220	5
57.0	Chief Development and Public Relations Officer	$39,984	$33,134	$41,040	5
58.0	Director, Personnel and Affirmative Action	$29,400	$25,000	$32,084	16
59.0	Director, Admissions and Financial Aid	$31,291	$24,890	$33,555	10
60.0	Director, Housing and Food Services	$30,701	$22,200	$35,900	7
62.0	Dean, Architecture	$41,870	$41,300	$42,370	5
63.0	Dean, Agriculture	$50,045	$49,300	$59,040	5
65.0	Dean, Arts and Sciences	$41,392	$37,000	$47,648	18
66.0	Dean, Business	$42,591	$35,475	$46,119	29
68.0	Dean, Continuing Education	$33,072	$31,205	$38,729	27
70.0	Dean, Education	$40,134	$36,605	$45,552	20
71.0	Dean, Engineering	$50,045	$40,051	$58,634	9
73.0	Dean, Extension	$32,809	$32,760	$41,000	6
74.0	Dean, Fine Arts	$40,747	$35,636	$40,964	8
75.0	Dean, Graduate Programs	$41,000	$37,428	$43,305	17
76.0	Dean, Health Related Professions	$38,503	$33,188	$41,880	9
78.0	Dean, Humanities	$33,471	$31,846	$40,400	10
79.0	Dean, Instruction	$40,396	$33,652	$44,333	8
80.0	Dean, Law	$54,000	$51,000	$64,563	10
81.0	Dean, Library and Information Sciences	$37,000	$36,495	$38,232	5
82.0	Dean, Mathematics	$40,668	$33,976	$42,881	6
84.0	Dean, Music	$38,015	$33,722	$38,469	5
85.0	Dean, Nursing	$43,000	$35,371	$53,250	13
86.0	Dean, Occupation Studies/Vocational Education/Technology	$34,587	$32,956	$37,980	25
87.0	Dean, Pharmacy	$51,180	$42,132	$52,000	5
89.0	Dean, Sciences	$33,732	$32,400	$40,668	10
90.0	Dean, Social Sciences	$34,512	$33,184	$42,650	11
92.0	Dean, Special Programs	$35,411	$33,082	$41,676	5

Table 72
INSTITUTIONS OF THE SOUTHWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 235.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,240	$50,500	$69,000	36
2.0	Chief Executive Officer, Single Institution	$54,000	$44,800	$65,500	202
3.0	Executive Vice President	$49,098	$39,440	$55,836	62
4.0	Chief Academic Officer	$43,149	$35,000	$52,728	193
5.0	Chief Business Officer	$42,450	$33,100	$51,377	213
6.0	Chief Student Affairs Officer	$36,400	$29,007	$45,197	197
7.0	Chief Development Officer	$37,388	$30,500	$47,268	82
8.0	Chief Public Relations Officer	$28,800	$21,500	$36,540	103
9.0	Chief Planning Officer	$39,252	$32,845	$44,400	38
10.0	Director, Personnel/Human Resources	$33,000	$25,500	$39,650	95
11.0	Chief Health Professions Officer	$43,440	$32,000	$63,120	17
12.0	Chief Budgeting Officer	$36,396	$30,299	$43,200	68
13.0	Director, Legal Services	$42,096	$33,000	$54,300	35
14.0	Registrar	$26,750	$20,377	$31,572	184
15.0	Director, Church Relations	$14,000	$11,300	$28,260	12
16.0	Director, Learning Resources Center	$31,298	$24,700	$35,796	84
17.0	Director, Library Services	$29,137	$22,708	$41,230	174
18.0	Director, Computer Services	$31,360	$24,100	$39,804	144
19.0	Director, Educational Media Services	$26,484	$20,727	$34,940	67
20.0	Director, Institutional Research	$33,612	$25,179	$41,317	71
21.0	Director, Special and Deferred Gifts	$31,650	$25,200	$38,184	29
22.0	Administrator, Grants and Contracts	$33,500	$27,000	$41,600	67
23.0	Director, Affirmative Action/Equal Employment	$31,561	$25,236	$38,280	57
24.0	Director, Employee Training	$28,763	$22,000	$32,556	17
25.0	Comptroller	$31,300	$25,140	$39,742	133
26.0	Director, Internal Audit	$29,700	$25,896	$36,268	54
27.0	Bursar	$25,000	$18,618	$30,000	37
28.0	Director, Food Services	$22,579	$17,000	$30,420	68
29.0	Director, Physical Plant	$30,012	$24,136	$38,400	185
30.0	Director, Purchasing	$25,000	$20,508	$31,568	110
31.0	Director, Bookstore	$21,036	$15,300	$26,596	141
32.0	Director, Campus Security	$22,500	$16,250	$30,348	131
33.0	Director, Information Systems	$38,492	$35,156	$44,500	36
34.0	Director, News Bureau	$22,000	$17,100	$28,275	43
35.0	Director, Auxiliary Services	$32,940	$28,056	$39,770	45
36.0	Director, Admissions	$28,080	$22,642	$35,505	123
37.0	Director, Foreign Students	$26,457	$21,000	$33,500	29
38.0	Director, International Studies Education	$32,166	$20,000	$40,660	14
39.0	Director, Student Financial Aid	$24,972	$19,500	$30,625	199
40.0	Director, Student Placement	$23,554	$19,300	$28,500	104
41.0	Director, Student Counseling	$27,240	$23,500	$34,742	138
42.0	Director, Student Union	$25,463	$20,075	$31,050	77
43.0	Director, Student Health Services (Physician Administrator)	$50,512	$33,289	$61,716	42
44.0	Director, Student Health Services (Nurse Administrator)	$18,907	$15,180	$24,928	58
45.0	Director, Student Housing	$24,493	$17,640	$30,119	76
46.0	Director, Athletics	$34,350	$28,000	$42,120	119
47.0	Director, Athletics/Men	$32,813	$28,493	$51,648	9
48.0	Director, Athletics/Women	$29,000	$25,485	$34,860	18
49.0	Director, Campus Recreation/Intramurals	$24,528	$19,212	$30,000	43
50.0	Director, Alumni Affairs	$23,000	$19,152	$29,019	74
51.0	Director, Information Office	$24,856	$19,153	$31,253	77
52.0	Director, Community Services	$29,714	$24,000	$36,972	50
54.0	Director, Publications	$23,292	$20,000	$27,000	43
55.0	Director, Risk Management and Insurance	$33,900	$24,143	$36,120	12
56.0	Chief Planning and Budget Officer	$49,300	$38,006	$61,600	16
57.0	Chief Development and Public Relations Officer	$40,500	$32,796	$48,000	25
58.0	Director, Personnel and Affirmative Action	$26,947	$22,092	$36,000	49
59.0	Director, Admissions and Financial Aid	$26,573	$19,800	$36,876	18
61.0	Director, Development and Alumni Affairs	$33,000	$26,760	$36,000	15
62.0	Dean, Architecture	$47,428	$45,500	$53,000	14
63.0	Dean, Agriculture	$48,072	$40,476	$58,559	20
64.0	Dean, Arts and Letters	$40,169	$34,750	$46,420	27
65.0	Dean, Arts and Sciences	$44,553	$33,745	$50,000	54
66.0	Dean, Business	$42,000	$31,782	$52,000	109
67.0	Dean, Communications	$32,187	$27,047	$44,015	19
68.0	Dean, Continuing Education	$36,768	$28,348	$44,808	80
69.0	Dean, Dentistry	$66,780	$51,324	$72,672	9
70.0	Dean, Education	$44,970	$34,000	$49,235	74
71.0	Dean, Engineering	$50,750	$43,044	$61,600	38
73.0	Dean, Extension	$38,280	$22,200	$45,028	12
74.0	Dean, Fine Arts	$39,487	$30,467	$47,467	39
75.0	Dean, Graduate Programs	$46,008	$35,000	$52,708	57
76.0	Dean, Health Related Professions	$42,050	$33,744	$48,243	19
77.0	Dean, Home Economics	$44,034	$29,150	$54,000	9
78.0	Dean, Humanities	$40,500	$27,064	$48,000	36
79.0	Dean, Instruction	$44,004	$39,487	$47,028	11
80.0	Dean, Law	$62,444	$50,000	$70,200	29
81.0	Dean, Library and Information Sciences	$44,500	$38,600	$49,350	9
82.0	Dean, Mathematics	$28,178	$24,684	$41,724	18
83.0	Dean, Medicine	$97,000	$85,000	$105,000	9
84.0	Dean, Music	$36,300	$28,714	$47,250	14
85.0	Dean, Nursing	$37,200	$28,213	$50,025	42
86.0	Dean, Occupation Studies/Vocational Education/Technology	$36,147	$31,668	$42,633	54
87.0	Dean, Pharmacy	$57,250	$49,500	$60,828	10
89.0	Dean, Sciences	$37,300	$28,944	$48,072	59
90.0	Dean, Social Sciences	$31,197	$27,240	$41,724	48
91.0	Dean, Social Work	$45,840	$25,360	$49,400	11
92.0	Dean, Special Programs	$34,000	$31,196	$40,548	10
93.0	Dean, Undergraduate Programs	$45,840	$34,667	[illegible]	10

Table 73
INSTITUTIONS OF THE MIDWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 408.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,800	$51,600	$75,000	43
2.0	Chief Executive Officer, Single Institution	$50,000	$42,000	$59,000	373
3.0	Executive Vice President	$42,500	$35,970	$49,680	79
4.0	Chief Academic Officer	$40,000	$32,500	$49,497	358
5.0	Chief Business Officer	$37,287	$29,480	$45,900	370
6.0	Chief Student Affairs Officer	$33,200	$27,120	$40,700	355
7.0	Chief Development Officer	$33,360	$26,750	$39,817	205
8.0	Chief Public Relations Officer	$25,000	$19,320	$35,500	194
9.0	Chief Planning Officer	$37,640	$28,338	$47,170	59
10.0	Director, Personnel/Human Resources	$30,594	$24,000	$35,900	161
11.0	Chief Health Professions Officer	$38,667	$27,600	$58,673	32
12.0	Chief Budgeting Officer	$33,500	$28,194	$42,120	88
13.0	Director, Legal Services	$38,920	$32,725	$51,038	44
14.0	Registrar	$24,200	$19,100	$30,500	312
15.0	Director, Church Relations	$18,148	$15,565	$24,381	51
16.0	Director, Learning Resources Center	$28,776	$21,600	$35,134	125
17.0	Director, Library Services	$26,910	$21,000	$34,473	303
18.0	Director, Computer Services	$29,250	$24,000	$35,500	262
19.0	Director, Educational Media Services	$23,040	$18,900	$31,350	115
20.0	Director, Institutional Research	$29,966	$26,389	$36,000	123
21.0	Director, Special and Deferred Gifts	$25,982	$22,600	$30,560	77
22.0	Administrator, Grants and Contracts	$28,600	$22,950	$35,712	103
23.0	Director, Affirmative Action/Equal Employment	$28,850	$23,000	$33,600	92
24.0	Director, Employee Training	$25,655	$21,943	$30,690	14
25.0	Comptroller	$29,600	$22,634	$35,600	230
26.0	Director, Internal Audit	$29,124	$22,908	$31,860	65
27.0	Bursar	$22,968	$19,350	$28,833	67
28.0	Director, Food Services	$24,500	$18,750	$29,332	104
29.0	Director, Physical Plant	$27,000	$20,972	$33,500	328
30.0	Director, Purchasing	$24,540	$19,324	$30,700	176
31.0	Director, Bookstore	$17,400	$13,225	$23,800	222
32.0	Director, Campus Security	$22,614	$17,872	$27,434	172
33.0	Director, Information Systems	$35,500	$28,030	$40,920	55
34.0	Director, News Bureau	$21,362	$15,930	$27,721	73
35.0	Director, Auxiliary Services	$33,500	$25,600	$39,135	64
36.0	Director, Admissions	$27,248	$21,500	$32,600	284
37.0	Director, Foreign Students	$22,586	$18,864	$27,650	50
38.0	Director, International Studies Education	$31,015	$22,909	$42,570	31
39.0	Director, Student Financial Aid	$23,320	$18,779	$28,700	322
40.0	Director, Student Placement	$22,597	$18,000	$28,204	243
41.0	Director, Student Counseling	$26,838	$21,090	$32,968	219
42.0	Director, Student Union	$25,000	$18,400	$30,781	144
43.0	Director, Student Health Services (Physician Administrator)	$45,175	$33,385	$55,000	72
44.0	Director, Student Health Services (Nurse Administrator)	$16,683	$13,467	$20,000	110
45.0	Director, Student Housing	$20,000	$15,158	$26,380	164
46.0	Director, Athletics	$30,000	$23,696	$36,750	214
47.0	Director, Athletics/Men	$35,319	$24,885	$39,845	31
48.0	Director, Athletics/Women	$25,650	$20,346	$30,695	39
49.0	Director, Campus Recreation/Intramurals	$21,341	$16,002	$26,890	76
50.0	Director, Alumni Affairs	$21,578	$16,800	$26,336	172
51.0	Director, Information Office	$23,320	$18,500	$28,932	123
52.0	Director, Community Services	$28,650	$23,500	$34,860	80
53.0	Administrator, Hospital Medical Center	$62,900	$36,236	$71,000	12
54.0	Director, Publications	$22,020	$18,000	$26,800	70
55.0	Director, Risk Management and Insurance	$27,015	$23,100	$31,497	17
56.0	Chief Planning and Budget Officer	$35,195	$31,625	$46,413	35
57.0	Chief Development and Public Relations Officer	$37,350	$27,970	$45,024	48
58.0	Director, Personnel and Affirmative Action	$23,250	$20,799	$35,650	46
59.0	Director, Admissions and Financial Aid	$27,453	$22,147	$35,700	35
60.0	Director, Housing and Food Services	$34,000	$31,600	$42,120	15
61.0	Director, Development and Alumni Affairs	$33,331	$22,500	$37,440	28
63.0	Dean, Agriculture	$31,900	$28,800	$56,000	27
64.0	Dean, Arts and Letters	$38,627	$33,240	$46,200	20
65.0	Dean, Arts and Sciences	$41,800	$35,300	$49,600	111
66.0	Dean, Business	$39,000	$32,000	$47,700	163
67.0	Dean, Communications	$33,500	$28,790	$40,500	39
68.0	Dean, Continuing Education	$34,410	$28,000	$42,660	139
69.0	Dean, Dentistry	$66,996	$60,000	$70,000	15
70.0	Dean, Education	$43,240	$36,312	$49,220	101
71.0	Dean, Engineering	$50,300	$35,700	$57,000	56
73.0	Dean, Extension	$35,802	$28,436	$42,977	20
74.0	Dean, Fine Arts	$38,867	$33,362	$46,960	57
75.0	Dean, Graduate Programs	$43,360	$37,500	$50,100	93
76.0	Dean, Health Related Professions	$35,000	$30,312	$44,496	57
77.0	Dean, Home Economics	$32,060	$26,420	$49,880	25
78.0	Dean, Humanities	$32,880	$29,500	$37,271	43
79.0	Dean, Instruction	$37,200	$32,033	$43,860	14
80.0	Dean, Law	$61,798	$54,969	$65,600	32
81.0	Dean, Library and Information Sciences	$37,000	$32,040	$43,771	18
82.0	Dean, Mathematics	$30,000	$28,151	$35,896	33
83.0	Dean, Medicine	$77,094	$68,500	$85,680	21
84.0	Dean, Music	$34,515	$25,680	$44,750	31
85.0	Dean, Nursing	$34,364	$28,942	$44,000	83
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,500	$31,450	$39,975	78
87.0	Dean, Pharmacy	$52,000	$48,600	$58,300	17
89.0	Dean, Sciences	$36,192	$30,988	$40,758	54
90.0	Dean, Social Sciences	$31,800	$26,160	$36,733	58
91.0	Dean, Social Work	$43,000	$32,737	$50,000	22
92.0	Dean, Special Programs	$27,700	$25,318	$33,000	22

Table 74

INSTITUTIONS OF THE SOUTHERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 286.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$66,725	$57,732	$73,621	25
2.0	Chief Executive Officer, Single Institution	$50,000	$41,800	$59,511	254
3.0	Executive Vice President	$41,500	$34,476	$52,941	67
4.0	Chief Academic Officer	$39,850	$33,000	$49,693	263
5.0	Chief Business Officer	$36,600	$30,822	$45,420	266
6.0	Chief Student Affairs Officer	$32,200	$26,484	$39,000	261
7.0	Chief Development Officer	$33,000	$26,858	$39,000	148
8.0	Chief Public Relations Officer	$26,000	$19,599	$34,300	139
9.0	Chief Planning Officer	$32,273	$28,000	$41,938	67
10.0	Director, Personnel/Human Resources	$28,430	$22,400	$34,500	118
11.0	Chief Health Professions Officer	$59,500	$33,300	$75,000	23
12.0	Chief Budgeting Officer	$32,500	$25,000	$39,100	71
13.0	Director, Legal Services	$40,660	$34,500	$46,200	31
14.0	Registrar	$24,924	$19,380	$30,300	224
15.0	Director, Church Relations	$20,000	$16,300	$26,500	23
16.0	Director, Learning Resources Center	$26,256	$21,705	$31,513	96
17.0	Director, Library Services	$27,240	$21,779	$35,638	228
18.0	Director, Computer Services	$27,527	$23,350	$34,000	188
19.0	Director, Educational Media Services	$22,440	$18,000	$28,260	82
20.0	Director, Institutional Research	$28,200	$22,848	$34,163	112
21.0	Director, Special and Deferred Gifts	$25,022	$20,000	$28,800	45
22.0	Administrator, Grants and Contracts	$30,504	$22,150	$38,724	93
23.0	Director, Affirmative Action/Equal Employment	$30,264	$25,000	$33,900	59
24.0	Director, Employee Training	$20,300	$16,721	$24,351	18
25.0	Comptroller	$28,000	$22,000	$34,500	153
26.0	Director, Internal Audit	$26,106	$22,847	$30,540	76
27.0	Bursar	$23,882	$18,078	$27,792	53
28.0	Director, Food Services	$23,975	$18,500	$27,792	73
29.0	Director, Physical Plant	$26,000	$20,000	$32,800	223
30.0	Director, Purchasing	$22,487	$17,600	$28,748	139
31.0	Director, Bookstore	$16,721	$13,530	$22,752	173
32.0	Director, Campus Security	$19,400	$15,204	$26,000	149
33.0	Director, Information Systems	$31,700	$26,010	$39,200	47
34.0	Director, News Bureau	$20,412	$15,984	$25,500	51
35.0	Director, Auxiliary Services	$26,000	$20,500	$33,000	79
36.0	Director, Admissions	$25,000	$21,210	$29,753	179
37.0	Director, Foreign Students	$22,769	$17,400	$27,694	28
38.0	Director, International Studies Education	$30,504	$23,702	$36,407	21
39.0	Director, Student Financial Aid	$22,000	$18,000	$26,177	235
40.0	Director, Student Placement	$21,299	$17,712	$26,490	158
41.0	Director, Student Counseling	$25,492	$20,595	$29,510	164
42.0	Director, Student Union	$22,440	$17,850	$26,500	106
43.0	Director, Student Health Services (Physician Administrator)	$47,500	$31,800	$55,000	63
44.0	Director, Student Health Services (Nurse Administrator)	$15,335	$13,250	$19,000	77
45.0	Director, Student Housing	$20,222	$15,720	$24,624	122
46.0	Director, Athletics	$30,040	$24,500	$36,500	148
47.0	Director, Athletics/Men	$28,800	$24,000	$30,784	10
48.0	Director, Athletics/Women	$25,740	$20,000	$30,468	27
49.0	Director, Campus Recreation/Intramurals	$20,771	$17,010	$29,568	90
50.0	Director, Alumni Affairs	$21,200	$16,000	$25,530	136
51.0	Director, Information Office	$22,500	$16,900	$30,688	75
52.0	Director, Community Services	$27,000	$22,032	$31,500	62
53.0	Administrator, Hospital Medical Center	$62,712	$42,960	$70,500	13
54.0	Director, Publications	$24,995	$18,095	$27,500	38
55.0	Director, Risk Management and Insurance	$26,520	$22,740	$34,785	15
56.0	Chief Planning and Budget Officer	$42,425	$40,000	$46,000	11
57.0	Chief Development and Public Relations Officer	$34,050	$24,825	$45,500	32
58.0	Director, Personnel and Affirmative Action	$21,560	$18,360	$28,462	40
59.0	Director, Admissions and Financial Aid	$26,386	$18,000	$31,050	20
61.0	Director, Development and Alumni Affairs	$31,200	$23,528	$35,295	19
62.0	Dean, Architecture	$49,320	$45,700	$52,179	16
63.0	Dean, Agriculture	$44,991	$37,532	$54,000	21
64.0	Dean, Arts and Letters	$39,780	$35,940	$47,500	14
65.0	Dean, Arts and Sciences	$41,814	$32,755	$49,500	83
66.0	Dean, Business	$40,333	$31,968	$47,500	141
67.0	Dean, Communications	$38,693	$30,166	$44,592	25
68.0	Dean, Continuing Education	$30,972	$26,772	$39,371	115
69.0	Dean, Dentistry	$66,000	$60,000	$70,351	13
70.0	Dean, Education	$42,000	$37,000	$47,568	96
71.0	Dean, Engineering	$43,467	$32,568	$56 700	55
73.0	Dean, Extension	$33,855	$28,080	$37,500	18
74.0	Dean, Fine Arts	$32,800	$29,202	$41,004	36
75.0	Dean, Graduate Programs	$43,000	$37,609	$49,800	83
76.0	Dean, Health Related Professions	$37,000	$32,000	$45,026	51
77.0	Dean, Home Economics	$41,000	$33,384	$44,690	21
78.0	Dean, Humanities	$31,711	$27,648	$35,910	48
80.0	Dean, Law	$60,000	$56,000	$66,000	26
81.0	Dean, Library and Information Sciences	$36,452	$30,628	$42,144	20
82.0	Dean, Mathematics	$31,815	$28,116	$37,872	23
83.0	Dean, Medicine	$81,303	$75,000	$90,010	20
84.0	Dean, Music	$37,174	$32,882	$47,504	26
85.0	Dean, Nursing	$37,704	$32,046	$45,600	69
86.0	Dean, Occupation Studies/Vocational Education/Technology	$33,281	$29,750	$38,749	53
87.0	Dean, Pharmacy	$53,004	$49,113	$59,000	15
89.0	Dean, Sciences	$35,813	$30,877	$41,820	63
90.0	Dean, Social Sciences	$31,960	$27,097	$37,668	51
91.0	Dean, Social Work	$43,600	$38,377	$48,941	22
92.0	Dean, Special Programs	$28,780	$24,618	$[illegible]4,600	23
93.0	Dean, Undergraduate Programs	$39,264	$29,375	$42,800	19

Table 75
INSTITUTIONS OF THE EASTERN CUPA REGION

MEASURE: Salary **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1981/82 BUDGET RANGE: Not specified. **CASES SELECTED:** 389.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$59,200	$52,830	$70,000	23
2.0	Chief Executive Officer, Single Institution	$52,128	$45,000	$61,500	347
3.0	Executive Vice President	$43,403	$37,950	$53,300	92
4.0	Chief Academic Officer	$42,000	$35,000	$49,202	342
5.0	Chief Business Officer	$40,000	$32,400	$47,520	336
6.0	Chief Student Affairs Officer	$35,036	$28,000	$42,000	342
7.0	Chief Development Officer	$36,500	$30,000	$45,000	185
8.0	Chief Public Relations Officer	$26,640	$20,656	$35,000	186
9.0	Chief Planning Officer	$38,000	$30,340	$44,575	75
10.0	Director, Personnel/Human Resources	$29,214	$23,600	$36,632	177
11.0	Chief Health Professions Officer	$49,184	$35,525	$84,500	26
12.0	Chief Budgeting Officer	$31,551	$26,857	$36,135	123
13.0	Director, Legal Services	$37,580	$30,013	$47,200	36
14.0	Registrar	$25,200	$20,000	$31,000	352
15.0	Director, Church Relations	$20,567	$17,520	$30,750	25
16.0	Director, Learning Resources Center	$28,675	$22,195	$32,955	107
17.0	Director, Library Services	$29,896	$23,000	$37,000	323
18.0	Director, Computer Services	$31,500	$25,500	$37,500	245
19.0	Director, Educational Media Services	$23,133	$18,161	$29,500	129
20.0	Director, Institutional Research	$28,068	$22,000	$34,787	138
21.0	Director, Special and Deferred Gifts	$26,000	$22,400	$31,750	72
22.0	Administrator, Grants and Contracts	$27,558	$22,800	$36,425	134
23.0	Director, Affirmative Action/Equal Employment	$26,618	$20,738	$32,670	117
24.0	Director, Employee Training	$25,610	$21,573	$29,607	20
25.0	Comptroller	$30,455	$24,200	$36,796	223
26.0	Director, Internal Audit	$29,083	$23,182	$35,750	68
27.0	Bursar	$20,473	$16,779	$25,290	134
28.0	Director, Food Services	$25,000	$20,850	$33,160	90
29.0	Director, Physical Plant	$28,400	$23,500	$34,261	325
30.0	Director, Purchasing	$22,825	$18,490	$27,725	196
31.0	Director, Bookstore	$17,601	$13,660	$22,825	182
32.0	Director, Campus Security	$21,751	$18,000	$26,500	233
33.0	Director, Information Systems	$32,967	$27,417	$40,000	73
34.0	Director, News Bureau	$20,500	$16,570	$26,000	67
35.0	Director, Auxiliary Services	$27,848	$21,957	$37,500	79
36.0	Director, Admissions	$28,000	$23,950	$33,000	315
37.0	Director, Foreign Students	$24,150	$19,030	$26,750	28
38.0	Director, International Studies Education	$31,906	$28,000	$36,118	29
39.0	Director, Student Financial Aid	$23,000	$18,500	$27,288	331
40.0	Director, Student Placement	$22,060	$19,000	$26,558	262
41.0	Director, Student Counseling	$26,989	$22,042	$30,863	231
42.0	Director, Student Union	$22,850	$19,000	$27,177	165
43.0	Director, Student Health Services (Physician Administrator)	$41,906	$35,846	$53,000	86
44.0	Director, Student Health Services (Nurse Administrator)	$17,815	$15,300	$21,250	143
45.0	Director, Student Housing	$20,687	$16,196	$25,355	194
46.0	Director, Athletics	$30,157	$25,600	$36,703	227
47.0	Director, Athletics/Men	$30,000	$25,909	$38,810	21
48.0	Director, Athletics/Women	$24,000	$17,911	$28,986	36
49.0	Director, Campus Recreation/Intramurals	$21,295	$16,150	$26,700	69
50.0	Director, Alumni Affairs	$21,400	$17,650	$28,887	198
51.0	Director, Information Office	$22,886	$18,226	$28,500	115
52.0	Director, Community Services	$27,534	$21,395	$33,088	80
53.0	Administrator, Hospital Medical Center	$55,500	$46,428	$71,869	13
54.0	Director, Publications	$22,330	$18,100	$27,340	82
55.0	Director, Risk Management and Insurance	$28,100	$23,000	$34,000	18
56.0	Chief Planning and Budget Officer	$41,200	$32,500	$55,057	24
57.0	Chief Development and Public Relations Officer	$33,797	$30,034	$48,000	58
58.0	Director, Personnel and Affirmative Action	$25,530	$20,000	$30,000	71
59.0	Director, Admissions and Financial Aid	$33,221	$27,398	$41,300	44
60.0	Director, Housing and Food Services	$31,954	$29,700	$46,700	10
61.0	Director, Development and Alumni Affairs	$30,000	$23,961	$34,856	25
62.0	Dean, Architecture	$49,400	$37,855	$57,000	14
63.0	Dean, Agriculture	$40,230	$34,467	$51,895	15
64.0	Dean, Arts and Letters	$35,220	$29,100	$41,943	22
65.0	Dean, Arts and Sciences	$42,152	$37,707	$48,900	101
66.0	Dean, Business	$38,688	$32,500	$49,032	125
67.0	Dean, Communications	$33,868	$30,225	$44,000	22
68.0	Dean, Continuing Education	$32,417	$27,300	$40,100	158
69.0	Dean, Dentistry	$63,000	$56,287	$72,317	14
70.0	Dean, Education	$42,152	$33,868	$49,664	65
71.0	Dean, Engineering	$45,920	$35,821	$56,506	60
73.0	Dean, Extension	$42,300	$27,000	$50,398	19
74.0	Dean, Fine Arts	$40,000	$31,340	$51,633	28
75.0	Dean, Graduate Programs	$42,260	$34,025	$50,657	104
76.0	Dean, Health Related Professions	$37,581	$33,958	$43,700	41
78.0	Dean, Humanities	$34,184	$28,408	$40,000	45
80.0	Dean, Law	$64,800	$55,500	$73,000	27
81.0	Dean, Library and Information Sciences	$42,152	$34,989	$49,060	14
82.0	Dean, Mathematics	$33,880	$26,214	$40,538	18
83.0	Dean, Medicine	$79,083	$71,000	$102,000	20
84.0	Dean, Music	$35,500	$27,882	$44,000	19
85.0	Dean, Nursing	$35,000	$29,467	$41,800	62
86.0	Dean, Occupation Studies/Vocational Education/Technology	$34,463	$31,600	$39,164	29
87.0	Dean, Pharmacy	$53,900	$50,948	$55,566	8
89.0	Dean, Sciences	$35,498	$29,884	$39,610	50
90.0	Dean, Social Sciences	$33,880	$29,100	$40,035	48
91.0	Dean, Social Work	$48,114	$35,000	$51,895	21
92.0	Dean, Special Programs	$28,724	$25,000	$34,451	22
93.0	Dean, Undergraduate Programs	$39,800	$32,291	$49,058	29

Table 76
COMPARISON BETWEEN INSIDE HIRE AND OUTSIDE HIRE FOR ALL INSTITUTIONS

		INSIDE HIRE			OUTSIDE HIRE		
POS	TITLE	MED	DIFF	N	MED	DIFF	N
1.0	Chief Executive Officer, System	$67,000	10.7%	58	$60,500		74
2.0	Chief Executive Officer, Single Institution	$49,570		363	$52,000	4.9%	854
3.0	Executive Vice President	$43,000		183	$43,403	0.9%	116
4.0	Chief Academic Officer	$40,428		650	$41,922	3.7%	527
5.0	Chief Business Officer	$40,000	6.2%	541	$37,675		675
6.0	Chief Student Affairs Officer	$34,950	3.3%	628	$33,826		549
7.0	Chief Development Officer	$35,079		241	$35,159	0.2%	388
8.0	Chief Public Relations Officer	$30,292	21.8%	228	$24,871		408
9.0	Chief Planning Officer	$37,407	3.9%	142	$36,000		97
10.0	Director, Personnel/Human Resources	$29,391		261	$30,000	2.1%	297
11.0	Chief Health Professions Officer	$55,800	55.0%	59	$36,000		44
12.0	Chief Budgeting Officer	$34,700	10.0%	212	$31,551		152
13.0	Director, Legal Services	$42,120	2.7%	45	$41,000		102
14.0	Registrar	$25,300		665	$25,855	2.2%	430
15.0	Director, Church Relations	$20,000	0.0%	26	$20,000	0.0%	81
16.0	Director, Learning Resources Center	$28,980	4.2%	191	$27,825		234
17.0	Director, Library Services	$26,748		334	$29,467	10.2%	716
18.0	Director, Computer Services	$29,700		355	$29,999	1.0%	506
19.0	Director, Educational Media Services	$27,500	22.7%	155	$22,412		243
20.0	Director, Institutional Research	$30,500	5.1%	252	$29,033		191
21.0	Director, Special and Deferred Gifts	$26,923		85	$27,920	3.7%	146
22.0	Administrator, Grants and Contracts	$31,893	12.1%	225	$28,452		173
23.0	Director, Affirmative Action/Equal Employment	$29,160	3.0%	172	$28,302		161
24.0	Director, Employee Training	$25,300	15.0%	42	$22,000		30
25.0	Comptroller	$30,750	6.0%	353	$29,000		405
26.0	Director, Internal Audit	$30,000	10.8%	113	$27,074		147
27.0	Bursar	$23,600	9.9%	168	$21,473		116
28.0	Director, Food Services	$24,065		136	$24,069	0.0%	205
29.0	Director, Physical Plant	$29,138	6.3%	471	$27,400		607
30.0	Director, Purchasing	$24,000		333	$24,102	0.4%	291
31.0	Director, Bookstore	$17,400		329	$18,552	6.6%	402
32.0	Director, Campus Security	$21,755	0.1%	237	$21,725		446
33.0	Director, Information Systems	$36,000	7.5%	106	$33,500		105
34.0	Director, News Bureau	$23,156	13.8%	74	$20,350		158
35.0	Director, Auxiliary Services	$30,696	9.4%	158	$28,056		119
36.0	Director, Admissions	$27,000		483	$27,540	2.0%	432
37.0	Director, Foreign Students	$24,113	5.7%	72	$22,818		62
38.0	Director, International Studies Education	$32,700	38.0%	72	$23,702		28
39.0	Director, Student Financial Aid	$23,464	2.0%	525	$23,004		581
40.0	Director, Student Placement	$23,880	10.7%	326	$21,580		444
41.0	Director, Student Counseling	$28,512	10.8%	369	$25,737		401
42.0	Director, Student Union	$25,278	11.1%	229	$22,755		270
43.0	Director, Student Health Services (Physician Administrator)	$49,198	11.6%	96	$44,100		170
44.0	Director, Student Health Services (Nurse Administrator)	$18,572	9.3%	106	$16,985		287
45.0	Director, Student Housing	$22,396	14.3%	236	$19,590		329
46.0	Director, Athletics	$31,450	4.0%	375	$30,236		337
47.0	Director, Athletics/Men	$32,813	9.4%	51	$30,000		28
48.0	Director, Athletics/Women	$27,208	24.7%	70	$21,824		58
49.0	Director, Campus Recreation/Intramurals	$26,179	31.9%	133	$19,842		150
50.0	Director, Alumni Affairs	$23,100	11.9%	260	$20,636		320
51.0	Director, Information Office	$26,000	17.1%	127	$22,207		264
52.0	Director, Community Services	$29,556	10.7%	146	$26,700		132
53.0	Administrator, Hospital Medical Center	$46,428		14	$64,500	38.9%	31
54.0	Director, Publications	$25,000	18.7%	100	$21,060		136
55.0	Director, Risk Management and Insurance	$31,476	22.2%	32	$25,750		31
56.0	Chief Planning and Budget Officer	$43,200	13.9%	59	$37,924		29
57.0	Chief Development and Public Relations Officer	$34,050		72	$39,984	17.4%	89
58.0	Director, Personnel and Affirmative Action	$25,685	2.1%	99	$25,146		115
59.0	Director, Admissions and Financial Aid	$29,500		76	$29,740	0.8%	46
61.0	Director, Development and Alumni Affairs	$33,580	8.0%	42	$31,101		45
62.0	Dean, Architecture	$45,791		33	$49,400	7.9%	24
63.0	Dean, Agriculture	$42,716		51	$48,072	12.5%	34
64.0	Dean, Arts and Letters	$39,005		58	$39,304	0.8%	22
65.0	Dean, Arts and Sciences	$41,562		214	$44,580	7.3%	136
66.0	Dean, Business	$37,680		309	$42,973	14.0%	235
67.0	Dean, Communications	$32,187		67	$41,000	27.4%	33
68.0	Dean, Continuing Education	$35,100	11.4%	314	$31,520		190
69.0	Dean, Dentistry	$66,000	1.5%	24	$65,000		27
70.0	Dean, Education	$41,764		171	$43,800	4.9%	167
71.0	Dean, Engineering	$46,746		122	$50,000	7.0%	87
73.0	Dean, Extension	$36,728	11.6%	44	$32,925		26
74.0	Dean, Fine Arts	$34,300		90	$42,000	22.4%	69
75.0	Dean, Graduate Programs	$42,900		253	$44,500	3.7%	82
76.0	Dean, Health Related Professions	$36,874		96	$37,000	0.3%	73
77.0	Dean, Home Economics	$33,699		27	$42,152	25.1%	35
78.0	Dean, Humanities	$32,475		132	$37,500	15.5%	48
80.0	Dean, Law	$62,100	1.0%	54	$61,500		67
81.0	Dean, Library and Information Sciences	$36,495		35	$42,000	15.1%	29
82.0	Dean, Mathematics	$31,500	3.5%	60	$30,430		34
83.0	Dean, Medicine	$80,171		33	$84,000	4.8%	34
84.0	Dean, Music	$35,000		48	$39,000	11.4%	37
85.0	Dean, Nursing	$34,000		99	$37,704	10.9%	162
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,500	1.4%	130	$35,000		102
87.0	Dean, Pharmacy	$52,242		20	$53,004	1.5%	34
89.0	Dean, Sciences	$36,100	0.9%	170	$35,764		60
90.0	Dean, Social Sciences	$33,306	4.1%	162	$32,000		46
91.0	Dean, Social Work	$46,062	0.5%	41	$45,840		33
92.0	Dean, Special Programs	$30,000	4.2%	49	$28,780		31
93.0	Dean, Undergraduate Programs	$37,830		50	$39,868	5.4%	23

Table 77
COMPARISON BETWEEN NON-MINORITIES AND MINORITIES FOR ALL INSTITUTIONS

POS	TITLE	NON-MINORITY MED	NON-MINORITY DIFF	N	MINORITY MED	MINORITY DIFF	N
2.0	Chief Executive Officer, Single Institution	$51,812	3.6%	1,151	$50,000		67
3.0	Executive Vice President	$43,500	4.2%	277	$41,731		20
4.0	Chief Academic Officer	$41,295	1.2%	1,130	$40,792		47
5.0	Chief Business Officer	$39,345	19.2%	1,161	$33,004		48
6.0	Chief Student Affairs Officer	$34,100		1,047	$36,060	5.7%	133
7.0	Chief Development Officer	$35,310	7.3%	602	$32,922		23
8.0	Chief Public Relations Officer	$26,900	11.4%	612	$24,156		25
9.0	Chief Planning Officer	$37,350	34.4%	228	$27,800		13
10.0	Director, Personnel/Human Resources	$29,796	6.4%	513	$28,000		47
12.0	Chief Budgeting Officer	$33,500	18.8%	350	$28,194		13
13.0	Director, Legal Services	$41,268	2.9%	140	$40,112		5
14.0	Registrar	$25,500	3.7%	1,036	$24,596		65
16.0	Director, Learning Resources Center	$28,837	10.4%	391	$26,126		32
17.0	Director, Library Services	$28,990	11.5%	982	$26,000		69
18.0	Director, Computer Services	$30,000	12.6%	828	$26,634		33
19.0	Director, Educational Media Services	$23,652	0.8%	379	$23,469		19
20.0	Director, Institutional Research	$29,890	12.2%	409	$26,640		34
22.0	Administrator, Grants and Contracts	$30,874	26.0%	371	$24,500		29
23.0	Director, Affirmative Action/Equal Employment	$27,264		171	$30,000	10.0%	163
24.0	Director, Employee Training	$25,236	5.1%	64	$24,000		8
25.0	Comptroller	$30,000	22.0%	734	$24,600		30
26.0	Director, Internal Audit	$29,000	14.8%	242	$25,260		18
27.0	Bursar	$22,300	18.2%	267	$18,864		16
28.0	Director, Food Services	$24,484	11.3%	323	$22,000		22
29.0	Director, Physical Plant	$28,250	19.9%	1,035	$23,556		47
30.0	Director, Purchasing	$24,189	10.9%	594	$21,809		32
31.0	Director, Bookstore	$18,360	10.9%	700	$16,560		41
32.0	Director, Campus Security	$21,659		616	$24,000	10.8%	72
33.0	Director, Information Systems	$35,000	40.0%	202	$25,000		9
35.0	Director, Auxiliary Services	$29,900		264	$30,560	2.2%	13
36.0	Director, Admissions	$27,500	6.7%	860	$25,764		51
37.0	Director, Foreign Students	$24,074	6.3%	119	$22,650		19
38.0	Director, International Studies Education	$31,000	1.6%	94	$30,504		6
39.0	Director, Student Financial Aid	$23,100		962	$24,864	7.6%	144
40.0	Director, Student Placement	$22,667		713	$22,700	0.1%	60
41.0	Director, Student Counseling	$27,080	4.2%	683	$26,000		87
42.0	Director, Student Union	$24,000		455	$24,141	0.6%	50
43.0	Director, Student Health Services (Physician Administrator)	$47,465	51.2%	254	$31,390		16
44.0	Director, Student Health Services (Nurse Administrator)	$17,512	4.2%	374	$16,800		20
45.0	Director, Student Housing	$21,000	12.3%	514	$18,696		51
46.0	Director, Athletics	$30,996	2.9%	678	$30,127		38
48.0	Director, Athletics/Women	$25,650	30.3%	125	$19,692		5
49.0	Director, Campus Recreation/Intramurals	$22,333	39.6%	267	$16,000		19
50.0	Director, Alumni Affairs	$22,000	10.0%	550	$20,000		26
51.0	Director, Information Office	$23,320	12.8%	383	$20,680		10
52.0	Director, Community Services	$27,882		246	$30,880	10.8%	33
54.0	Director, Publications	$23,122	10.1%	233	$21,000		8
56.0	Chief Planning and Budget Officer	$42,425	30.5%	83	$32,500		5
57.0	Chief Development and Public Relations Officer	$37,500	32.0%	155	$28,400		5
58.0	Director, Personnel and Affirmative Action	$25,000		180	$25,146	0.6%	35
59.0	Director, Admissions and Financial Aid	$30,000	20.0%	110	$25,000		14
63.0	Dean, Agriculture	$48,072	22.6%	79	$39,200		6
65.0	Dean, Arts and Sciences	$43,170	19.9%	332	$36,000		19
66.0	Dean, Business	$40,635	25.9%	519	$32,280		23
68.0	Dean, Continuing Education	$33,900	5.3%	476	$32,200		27
70.0	Dean, Education	$42,792	9.7%	316	$39,000		26
71.0	Dean, Engineering	$48,700	24.1%	201	$39,250		10
73.0	Dean, Extension	$36,134		66	$37,000	2.4%	7
74.0	Dean, Fine Arts	$38,848		149	$39,882	2.7%	11
75.0	Dean, Graduate Programs	$43,000	6.6%	318	$40,333		18
76.0	Dean, Health Related Professions	$36,800		158	$37,271	1.3%	12
78.0	Dean, Humanities	$33,082		170	$33,868	2.4%	10
82.0	Dean, Mathematics	$31,490		86	$31,500	0.0%	7
84.0	Dean, Music	$36,800	8.6%	81	$33,888		7
85.0	Dean, Nursing	$36,634	1.8%	239	$36,000		23
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,330	0.2%	221	$35,258		13
89.0	Dean, Sciences	$36,100	0.6%	217	$35,886		15
90.0	Dean, Social Sciences	$33,000		185	$33,384	1.2%	24
91.0	Dean, Social Work	$43,600		64	$48,000	10.1%	12
92.0	Dean, Special Programs	$29,390		61	$31,600	7.5%	19

Table 78
COMPARISON BETWEEN MALES AND FEMALES FOR ALL INSTITUTIONS

		MALE			FEMALE		
POS	TITLE	MED	DIFF	N	MED	DIFF	N
2.0	Chief Executive Officer, Single Institution	$52,020	18.2%	1,125	$44,000		99
3.0	Executive Vice President	$44,000	25.7%	285	$35,000		16
4.0	Chief Academic Officer	$42,000	13.5%	1,044	$37,000		140
5.0	Chief Business Officer	$39,550	33.2%	1,159	$29,682		59
6.0	Chief Student Affairs Officer	$35,203	21.4%	994	$29,007		195
7.0	Chief Development Officer	$36,130	26.1%	562	$28,641		68
8.0	Chief Public Relations Officer	$30,785	43.2%	410	$21,500		231
9.0	Chief Planning Officer	$37,407	16.9%	207	$32,000		34
10.0	Director, Personnel/Human Resources	$32,922	42.5%	387	$23,100		175
11.0	Chief Health Professions Officer	$64,114	112.1%	67	$30,229		38
12.0	Chief Budgeting Officer	$34,106	21.0%	317	$28,194		48
13.0	Director, Legal Services	$42,096	20.3%	121	$35,000		27
14.0	Registrar	$28,600	45.6%	702	$19,647		405
15.0	Director, Church Relations	$21,000	36.4%	95	$15,400		14
16.0	Director, Learning Resources Center	$30,677	32.9%	284	$23,079		143
17.0	Director, Library Services	$31,493	31.5%	665	$23,940		393
18.0	Director, Computer Services	$30,504	34.7%	778	$22,647		88
19.0	Director, Educational Media Services	$24,660	34.0%	340	$18,403		65
20.0	Director, Institutional Research	$32,000	37.9%	325	$23,201		121
21.0	Director, Special and Deferred Gifts	$28,000	25.0%	199	$22,400		33
22.0	Administrator, Grants and Contracts	$33,295	45.5%	289	$22,890		114
23.0	Director, Affirmative Action/Equal Employment	$30,729	12.5%	144	$27,315		191
24.0	Director, Employee Training	$26,800	17.8%	41	$22,752		32
25.0	Comptroller	$31,074	41.1%	636	$22,020		131
26.0	Director, Internal Audit	$29,364	28.5%	229	$22,847		35
27.0	Bursar	$25,100	39.4%	170	$18,000		115
28.0	Director, Food Services	$25,732	28.8%	244	$19,980		102
29.0	Director, Physical Plant	$28,000	55.6%	1,077	$18,000		10
30.0	Director, Purchasing	$25,650	44.1%	487	$17,795		141
31.0	Director, Bookstore	$22,600	56.9%	395	$14,400		349
32.0	Director, Campus Security	$21,840	6.7%	676	$20,473		15
33.0	Director, Information Systems	$35,900	49.6%	185	$24,000		28
34.0	Director, News Bureau	$24,100	30.6%	134	$18,460		101
35.0	Director, Auxiliary Services	$30,600	70.0%	249	$18,000		29
36.0	Director, Admissions	$28,800	28.0%	727	$22,500		193
37.0	Director, Foreign Students	$25,272	26.8%	87	$19,926		51
38.0	Director, International Studies Education	$34,356	50.0%	76	$22,909		25
39.0	Director, Student Financial Aid	$25,296	35.7%	733	$18,638		382
40.0	Director, Student Placement	$25,000	28.7%	464	$19,425		312
41.0	Director, Student Counseling	$28,140	20.7%	530	$23,310		245
42.0	Director, Student Union	$25,584	39.0%	390	$18,400		118
43.0	Director, Student Health Services (Physician Administrator)	$47,680	19.2%	213	$40,000		57
44.0	Director, Student Health Services (Nurse Administrator)	$19,020	9.2%	7	$17,417		393
45.0	Director, Student Housing	$22,600	32.9%	392	$17,000		179
46.0	Director, Athletics	$31,312	67.1%	695	$18,733		27
48.0	Director, Athletics/Women	$22,163		9	$25,650	15.7%	121
49.0	Director, Campus Recreation/Intramurals	$22,746	23.0%	239	$18,500		50
50.0	Director, Alumni Affairs	$25,000	36.5%	345	$18,310		238
51.0	Director, Information Office	$26,469	29.1%	219	$20,500		176
52.0	Director, Community Services	$30,800	31.1%	189	$23,500		90
54.0	Director, Publications	$26,380	30.4%	122	$20,232		120
55.0	Director, Risk Management and Insurance	$28,548	6.5%	52	$26,800		12
56.0	Chief Planning and Budget Officer	$41,810	13.6%	82	$36,796		8
57.0	Chief Development and Public Relations Officer	$39,000	25.8%	136	$31,000		25
58.0	Director, Personnel and Affirmative Action	$28,297	36.3%	125	$20,760		92
59.0	Director, Admissions and Financial Aid	$31,253	55.2%	104	$20,140		21
61.0	Director, Development and Alumni Affairs	$33,580	61.4%	77	$20,800		12
64.0	Dean, Arts and Letters	$39,500	5.3%	65	$37,500		15
65.0	Dean, Arts and Sciences	$43,209	21.4%	312	$35,580		41
66.0	Dean, Business	$41,258	31.8%	486	$31,298		60
67.0	Dean, Communications	$35,833	22.2%	83	$29,333		21
68.0	Dean, Continuing Education	$35,412	27.5%	408	$27,768		98
70.0	Dean, Education	$43,800	24.2%	286	$35,277		58
72.0	Dean, Experimental Programs	$37,130	21.7%	12	$30,500		6
73.0	Dean, Extension	$38,280	51.6%	62	$25,251		11
74.0	Dean, Fine Arts	$39,882	30.0%	145	$30,667		17
75.0	Dean, Graduate Programs	$43,992	17.3%	288	$37,500		52
76.0	Dean, Health Related Professions	$41,400	22.7%	102	$33,744		69
77.0	Dean, Home Economics	$49,500	28.5%	13	$38,511		51
78.0	Dean, Humanities	$35,000	11.5%	133	$31,400		48
79.0	Dean, Instruction	$39,500		37	$41,976	6.3%	6
81.0	Dean, Library and Information Sciences	$42,144	31.5%	46	$32,040		18
82.0	Dean, Mathematics	$31,500	11.9%	88	$28,151		8
84.0	Dean, Music	$36,570	89.6%	81	$19,283		8
85.0	Dean, Nursing	$36,000		13	$36,700	1.9%	249
86.0	Dean, Occupation Studies/Vocational Education/Technology	$35,630	12.2%	209	$31,759		25
89.0	Dean, Sciences	$36,379	12.8%	204	$32,264		29
90.0	Dean, Social Sciences	$33,470	9.4%	179	$30,600		32
91.0	Dean, Social Work	$43,600		62	$46,622	6.9%	15
92.0	Dean, Special Programs	$29,074		52	$29,390	1.1%	29
93.0	Dean, Undergraduate Programs	$39,800	12.5%	52	$35,392		21

Table 79
FOUR YEAR COMPARISON OF 660 PARTICIPATING INSTITUTIONS

POS	TITLE	1979 MED	1980 MED	79v80 CHNG	1981 MED	80v81 CHNG	1982 MED	81v82 CHNG	79v82 COMP CHNG
1.0	Chief Executive Officer, System	$50,000	$53,000	6.0%	$59,530	12.3%	$63,250	6.2%	8.2%
2.0	Chief Executive Officer, Single Institution	$43,000	$46,500	8.1%	$50,461	8.5%	$54,265	7.5%	8.1%
3.0	Executive Vice President	$38,250	$39,300	2.7%	$42,000	6.9%	$47,000	11.9%	7.1%
4.0	Chief Academic Officer	$34,908	$37,467	7.3%	$40,230	7.4%	$44,061	9.5%	8.1%
5.0	Chief Business Officer	$32,500	$35,200	8.3%	$38,825	10.3%	$42,375	9.1%	9.2%
6.0	Chief Student Affairs Officer	$28,000	$30,200	7.9%	$33,100	9.6%	$36,200	9.4%	8.9%
7.0	Chief Development Officer	$28,493	$30,467	6.9%	$33,921	11.3%	$37,000	9.1%	9.1%
8.0	Chief Public Relations Officer	$21,348	$22,700	6.3%	$26,270	15.7%	$29,300	11.5%	11.1%
9.0	Chief Planning Officer	$30,210	$32,500	7.6%	$35,000	7.7%	$38,400	9.7%	8.3%
10.0	Director, Personnel/Human Resources	$22,701	$25,000	10.1%	$28,000	12.0%	$30,358	8.4%	10.2%
11.0	Chief Health Professions Officer	$41,900	$48,298	15.3%	$49,500	2.5%	$61,500	24.2%	13.6%
12.0	Chief Budgeting Officer	$26,000	$27,500	5.8%	$30,400	10.5%	$33,000	8.6%	8.3%
13.0	Director, Legal Services	$29,650	$36,278	22.4%	$37,512	3.4%	$41,472	10.6%	11.8%
14.0	Registrar	$20,900	$22,470	7.5%	$24,500	9.0%	$26,808	9.4%	8.7%
17.0	Director, Library Services	$23,856	$25,901	8.6%	$28,350	9.5%	$30,855	8.8%	9.0%
18.0	Director, Computer Services	$24,100	$26,091	8.3%	$28,503	9.2%	$31,550	10.7%	9.4%
20.0	Director, Institutional Research	$24,339	$25,700	5.6%	$27,636	7.5%	$29,890	8.2%	7.1%
23.0	Director, Affirmative Action/Equal Employment	$21,440	$23,500	9.6%	$25,500	8.5%	$28,623	12.2%	10.1%
25.0	Comptroller	$24,300	$26,424	8.7%	$28,452	7.7%	$31,000	9.0%	8.5%
28.0	Director, Food Services	$20,360	$21,925	7.7%	$23,980	9.4%	$25,850	7.8%	8.3%
29.0	Director, Physical Plant	$22,880	$24,500	7.1%	$27,000	10.2%	$29,500	9.3%	8.8%
30.0	Director, Purchasing	$19,100	$20,748	8.6%	$22,750	9.6%	$24,954	9.7%	9.3%
31.0	Director, Bookstore	$15,562	$16,800	8.0%	$18,384	9.4%	$20,500	11.5%	9.6%
32.0	Director, Campus Security	$17,652	$19,000	7.6%	$20,500	7.9%	$22,740	10.9%	8.8%
33.0	Director, Information Systems	$26,500	$29,049	9.6%	$32,368	11.4%	$36,000	11.2%	10.8%
36.0	Director, Admissions	$22,000	$24,100	9.5%	$26,200	8.7%	$28,800	9.9%	9.4%
39.0	Director, Student Financial Aid	$18,612	$20,000	7.5%	$21,828	9.1%	$24,195	10.8%	9.1%
40.0	Director, Student Placement	$18,500	$19,800	7.0%	$21,192	7.0%	$23,200	9.5%	7.8%
41.0	Director, Student Counseling	$21,850	$23,500	7.6%	$25,582	8.9%	$27,650	8.1%	8.2%
42.0	Director, Student Union	$19,077	$20,388	6.9%	$22,953	12.6%	$25,000	8.9%	9.4%
45.0	Director, Student Housing	$17,800	$18,600	4.5%	$20,050	7.8%	$22,200	10.7%	7.6%
46.0	Director, Athletics	$24,700	$27,500	11.3%	$30,000	9.1%	$32,595	8.6%	9.7%
50.0	Director, Alumni Affairs	$17,800	$19,010	6.8%	$20,917	10.0%	$22,450	7.3%	8.0%
51.0	Director, Information Office	$19,750	$20,675	4.7%	$21,850	5.7%	$23,860	9.2%	6.5%
52.0	Director, Community Services	$23,808	$24,936	4.7%	$26,140	4.8%	$27,500	5.2%	4.9%
56.0	Chief Planning and Budget Officer	$33,804	$36,400	7.7%	$39,732	9.2%	$42,425	6.8%	7.9%
57.0	Chief Development and Public Relations Officer	$29,225	$32,655	11.7%	$34,550	5.8%	$38,300	10.9%	9.4%
58.0	Director, Personnel and Affirmative Action	$23,600	$23,000	- 2.5%	$24,750	7.6%	$27,000	9.[illegible]%	4.6%
59.0	Director, Admissions and Financial Aid	$24,000	$27,750	15.6%	$30,000	8.1%	$32,500	8.3%	10.6%
60.0	Director, Housing and Food Services	$25,600	$27,180	6.2%	$31,600	16.3%	$33,780	6.9%	9.7%
61.0	Director, Development and Alumni Affairs	$28,525	$25,624	-10.2%	$28,000	9.3%	$32,759	17.0%	4.7%
62.0	Dean, Architecture	$38,170	$41,556	8.9%	$45,000	8.3%	$47,428	5.4%	7.5%
63.0	Dean, Agriculture	$37,600	$40,997	9.0%	$45,000	9.8%	$49,580	10.2%	9.7%
64.0	Dean, Arts and Letters	$32,860	$35,040	6.6%	$36,060	2.9%	$39,005	8.2%	5.9%
65.0	Dean, Arts and Sciences	$35,004	$38,342	9.5%	$40,885	6.6%	$44,750	9.5%	8.5%
66.0	Dean, Business	$34,050	$36,150	6.2%	$39,487	9.2%	$42,850	8.5%	8.0%
67.0	Dean, Communications	$31,310	$32,090	2.5%	$37,500	16.9%	$37,271	- 0.6%	6.0%
68.0	Dean, Continuing Education	$28,056	$29,736	6.0%	$33,000	11.0%	$36,100	9.4%	8.8%
69.0	Dean, Dentistry	$51,500	$56,500	9.7%	$61,100	8.1%	$65,000	6.4%	8.1%
70.0	Dean, Education	$34,500	$37,000	7.2%	$40,500	9.5%	$43,300	6.9%	7.9%
71.0	Dean, Engineering	$40,000	$42,673	6.7%	$46,056	7.9%	$51,000	10.7%	8.4%
73.0	Dean, Extension	$32,000	$34,250	7.0%	$36,000	5.1%	$36,720	2.0%	4.7%
74.0	Dean, Fine Arts	$32,500	$33,600	3.4%	$36,785	9.5%	$40,861	11.1%	7.9%
75.0	Dean, Graduate Programs	$35,000	$37,600	7.4%	$40,000	6.4%	$43,500	8.8%	7.5%
76.0	Dean, Health Related Professions	$28,548	$33,493	17.3%	$36,398	8.7%	$37,500	3.0%	9.5%
77.0	Dean, Home Economics	$34,000	$35,832	5.4%	$41,000	14.4%	$43,000	4.9%	8.1%
78.0	Dean, Humanities	$25,494	$27,300	7.1%	$30,495	11.7%	$33,082	8.5%	9.1%
79.0	Dean, Instruction	$26,675	$32,112	20.4%	$36,322	13.1%	$41,698	14.8%	16.1%
80.0	Dean, Law	$47,000	$50,000	6.4%	$55,500	11.0%	$61,798	11.3%	9.6%
81.0	Dean, Library and Information Sciences	$30,300	$32,750	8.1%	$38,494	17.5%	$38,232	- 0.7%	8.1%
83.0	Dean, Medicine	$63,500	$68,400	7.7%	$76,837	12.3%	$80,000	4.1%	8.0%
84.0	Dean, Music	$29,856	$31,398	5.2%	$34,347	9.4%	$37,135	8.1%	7.5%
85.0	Dean, Nursing	$31,429	$32,100	2.1%	$35,494	10.6%	$37,704	6.2%	6.3%
86.0	Dean, Occupation Studies/Vocational Education/Technol	$27,873	$30,499	9.4%	$33,781	10.8%	$35,831	6.1%	8.7%
87.0	Dean, Pharmacy	$43,000	$44,940	4.5%	$48,760	8.5%	$53,200	9.1%	7.4%
88.0	Dean, Public Health	$50,000	$52,500	5.0%	$49.300	- 6.1%	$70,102	42.2%	11.9%
89.0	Dean, Sciences	$29,000	$31,030	7.0%	$33,030	6.4%	$36,379	10.1%	7.8%
90.0	Dean, Social Sciences	$25,913	$28,245	9.0%	$30,920	9.5%	$33,384	8.0%	8.8%
91.0	Dean, Social Work	$35,976	$39,500	9.8%	$40,000	1.3%	$46,062	15.2%	8.6%
92.0	Dean, Special Programs	$24,612	$31,232	26.9%	$25,806	-17.4%	$29,426	14.0%	6.1%
93.0	Dean, Undergraduate Programs	$34,700	$34,098	- 1.7%	$38,640	13.3%	$39,800	3.0%	4.7%
94.0	Dean, Veterinary Medicine	$47,800	$51,000	6.7%	$55,900	9.6%	$60,000	7.3%	7.9%

Table 80
ALL INSTITUTIONS

MEASURE: Years of Service. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,365.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	4	2	10	118
2.0	Chief Executive Officer, Single Institution	5	3	9	1,114
3.0	Executive Vice President	6	3	10	276
4.0	Chief Academic Officer	4	2	7	1,031
5.0	Chief Business Officer	6	2	11	1,131
6.0	Chief Student Affairs Officer	5	3	10	1,075
7.0	Chief Development Officer	3	2	7	558
8.0	Chief Public Relations Officer	4	2	8	579
9.0	Chief Planning Officer	4	2	7	220
10.0	Director, Personnel/Human Resources	4	2	8	519
11.0	Chief Health Professions Officer	5	3	10	93
12.0	Chief Budgeting Officer	6	3	10	337
13.0	Director, Legal Services	5	2	8	132
14.0	Registrar	6	3	11	1,018
15.0	Director, Church Relations	3	1	5	91
16.0	Director, Learning Resources Center	6	3	10	401
17.0	Director, Library Services	7	3	12	975
18.0	Director, Computer Services	4	2	8	796
19.0	Director, Educational Media Services	5	3	9	379
20.0	Director, Institutional Research	4	2	8	418
21.0	Director, Special and Deferred Gifts	3	1	5	206
22.0	Administrator, Grants and Contracts	3	2	7	368
23.0	Director, Affirmative Action/Equal Employment	3	2	6	309
24.0	Director, Employee Training	3	2	7	63
25.0	Comptroller	4	2	10	710
26.0	Director, Internal Audit	4	2	7	238
27.0	Bursar	5	2	10	259
28.0	Director, Food Services	5	2	11	321
29.0	Director, Physical Plant	6	3	11	1,012
30.0	Director, Purchasing	6	3	11	599
31.0	Director, Bookstore	7	3	12	688
32.0	Director, Campus Security	5	2	9	652
33.0	Director, Information Systems	4	2	8	190
34.0	Director, News Bureau	3	2	8	217
35.0	Director, Auxiliary Services	6	2	11	254
36.0	Director, Admissions	5	2	10	809
37.0	Director, Foreign Students	4	2	8	126
38.0	Director, International Studies Education	4	2	8	93
39.0	Director, Student Financial Aid	5	2	10	1,012
40.0	Director, Student Placement	4	2	8	714
41.0	Director, Student Counseling	4	2	9	699
42.0	Director, Student Union	5	2	10	470
43.0	Director, Student Health Services (Physician Administrator)	6	3	11	238
44.0	Director, Student Health Services (Nurse Administrator)	6	3	11	369
45.0	Director, Student Housing	4	2	7	479
46.0	Director, Athletics	5	2	11	653
47.0	Director, Athletics/Men	8	4	14	73
48.0	Director, Athletics/Women	4	2	6	107
49.0	Director, Campus Recreation/Intramurals	4	2	8	262
50.0	Director, Alumni Affairs	3	2	7	510
51.0	Director, Information Office	3	2	8	363
52.0	Director, Community Services	4	2	9	257
53.0	Administrator, Hospital Medical Center	4	2	6	38
54.0	Director, Publications	4	2	10	210
55.0	Director, Risk Management and Insurance	4	2	8	55
56.0	Chief Planning and Budget Officer	3	2	7	79
57.0	Chief Development and Public Relations Officer	4	2	9	151
58.0	Director, Personnel and Affirmative Action	3	2	6	202
59.0	Director, Admissions and Financial Aid	5	2	9	113
61.0	Director, Development and Alumni Affairs	3	2	8	83
62.0	Dean, Architecture	6	2	10	49
63.0	Dean, Agriculture	5	2	9	77
64.0	Dean, Arts and Letters	4	2	9	75
65.0	Dean, Arts and Sciences	4	2	8	311
66.0	Dean, Business	4	2	8	479
67.0	Dean, Communications	5	2	7	91
68.0	Dean, Continuing Education	4	2	8	459
69.0	Dean, Dentistry	6	3	9	45
70.0	Dean, Education	5	2	9	307
71.0	Dean, Engineering	4	2	9	187
73.0	Dean, Extension	4	2	7	65
74.0	Dean, Fine Arts	5	2	10	147
75.0	Dean, Graduate Programs	4	2	8	307
76.0	Dean, Health Related Professions	5	3	9	159
77.0	Dean, Home Economics	7	3	10	54
78.0	Dean, Humanities	5	3	9	155
80.0	Dean, Law	4	2	6	101
81.0	Dean, Library and Information Sciences	6	3	9	57
82.0	Dean, Mathematics	5	2	9	92
83.0	Dean, Medicine	5	2	8	62
84.0	Dean, Music	6	3	11	82
85.0	Dean, Nursing	4	2	9	215
86.0	Dean, Occupation Studies/Vocational Education/Technology	4	2	8	214
87.0	Dean, Pharmacy	7	3	11	47
89.0	Dean, Sciences	6	3	9	209
90.0	Dean, Social Sciences	4	2	8	193
91.0	Dean, Social Work	3	2	7	63
92.0	Dean, Special Programs	3	2	6	71
93.0	Dean, Undergraduate Programs	4	2	7	65

Table 81
ALL INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,340.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	80.3%	73.5%	88.8%	305
4.0	Chief Academic Officer	79.6%	71.4%	87.3%	1,188
5.0	Chief Business Officer	74.2%	65.5%	82.5%	1,220
6.0	Chief Student Affairs Officer	66.1%	56.0%	75.9%	1,190
7.0	Chief Development Officer	66.1%	56.2%	75.8%	639
8.0	Chief Public Relations Officer	49.6%	40.4%	59.6%	637
9.0	Chief Planning Officer	64.4%	53.6%	75.1%	250
10.0	Director, Personnel/Human Resources	49.2%	40.7%	59.1%	562
11.0	Chief Health Professions Officer	78.5%	62.0%	96.3%	103
12.0	Chief Budgeting Officer	54.8%	46.7%	62.5%	360
13.0	Director, Legal Services	60.6%	49.3%	69.3%	145
14.0	Registrar	47.2%	39.5%	57.5%	1,104
15.0	Director, Church Relations	40.3%	29.6%	51.1%	106
16.0	Director, Learning Resources Center	55.4%	45.4%	65.3%	422
17.0	Director, Library Services	54.8%	46.0%	63.9%	1,044
18.0	Director, Computer Services	54.0%	45.4%	63.0%	860
19.0	Director, Educational Media Services	43.6%	34.7%	53.0%	406
20.0	Director, Institutional Research	52.6%	42.7%	62.3%	451
21.0	Director, Special and Deferred Gifts	45.2%	36.9%	54.2%	233
22.0	Administrator, Grants and Contracts	49.6%	40.4%	59.5%	397
23.0	Director, Affirmative Action/Equal Employment	45.5%	36.4%	53.5%	330
24.0	Director, Employee Training	32.8%	26.9%	42.6%	69
25.0	Comptroller	52.3%	44.5%	60.1%	756
26.0	Director, Internal Audit	42.4%	35.7%	51.3%	264
27.0	Bursar	38.6%	31.6%	46.3%	283
28.0	Director, Food Services	44.9%	38.0%	51.7%	344
29.0	Director, Physical Plant	51.7%	44.1%	59.4%	1,086
30.0	Director, Purchasing	40.5%	33.1%	48.4%	625
31.0	Director, Bookstore	33.4%	27.5%	41.6%	747
32.0	Director, Campus Security	37.6%	29.8%	45.3%	693
33.0	Director, Information Systems	53.6%	42.8%	61.6%	209
34.0	Director, News Bureau	35.4%	27.6%	43.1%	233
35.0	Director, Auxiliary Services	50.0%	41.2%	58.8%	274
36.0	Director, Admissions	50.7%	43.2%	58.7%	914
37.0	Director, Foreign Students	35.4%	30.0%	47.7%	139
38.0	Director, International Studies Education	51.0%	40.3%	66.5%	98
39.0	Director, Student Financial Aid	43.0%	36.2%	50.7%	1,109
40.0	Director, Student Placement	40.7%	33.8%	49.4%	778
41.0	Director, Student Counseling	49.0%	40.2%	58.6%	773
42.0	Director, Student Union	41.5%	33.1%	50.7%	511
43.0	Director, Student Health Services (Physician Administrator)	70.2%	54.0%	83.4%	264
44.0	Director, Student Health Services (Nurse Administrator)	32.9%	26.8%	38.9%	394
45.0	Director, Student Housing	37.2%	29.6%	45.3%	565
46.0	Director, Athletics	56.8%	47.2%	66.3%	719
47.0	Director, Athletics/Men	58.8%	45.4%	70.5%	79
48.0	Director, Athletics/Women	43.5%	36.5%	53.4%	129
49.0	Director, Campus Recreation/Intramurals	37.1%	29.5%	46.6%	284
50.0	Director, Alumni Affairs	39.1%	32.1%	46.6%	586
51.0	Director, Information Office	41.0%	34.5%	48.9%	394
52.0	Director, Community Services	53.7%	43.4%	67.9%	279
53.0	Administrator, Hospital Medical Center	81.3%	55.8%	93.6%	44
54.0	Director, Publications	37.8%	29.8%	43.3%	236
55.0	Director, Risk Management and Insurance	39.7%	32.9%	45.3%	60
56.0	Chief Planning and Budget Officer	68.0%	57.9%	77.6%	89
57.0	Chief Development and Public Relations Officer	66.9%	57.7%	76.7%	161
58.0	Director, Personnel and Affirmative Action	47.6%	38.1%	57.1%	212
59.0	Director, Admissions and Financial Aid	57.7%	48.8%	63.8%	117
60.0	Director, Housing and Food Services	51.7%	45.0%	60.3%	38
61.0	Director, Development and Alumni Affairs	54.4%	47.3%	63.4%	87
62.0	Dean, Architecture	69.6%	60.6%	75.5%	57
63.0	Dean, Agriculture	75.9%	67.5%	82.9%	86
64.0	Dean, Arts and Letters	71.6%	62.6%	78.5%	83
65.0	Dean, Arts and Sciences	72.2%	61.9%	80.8%	353
66.0	Dean, Business	70.9%	63.2%	80.1%	547
67.0	Dean, Communications	64.1%	57.0%	70.5%	101
68.0	Dean, Continuing Education	61.9%	51.8%	71.5%	505
69.0	Dean, Dentistry	80.0%	70.9%	95.1%	49
70.0	Dean, Education	72.5%	62.9%	79.8%	342
71.0	Dean, Engineering	73.7%	62.3%	82.5%	209
73.0	Dean, Extension	63.6%	54.1%	72.4%	74
74.0	Dean, Fine Arts	66.2%	58.5%	74.5%	161
75.0	Dean, Graduate Programs	71.8%	61.1%	79.5%	342
76.0	Dean, Health Related Professions	68.1%	59.3%	78.5%	168
77.0	Dean, Home Economics	67.3%	54.5%	75.3%	63
78.0	Dean, Humanities	66.5%	57.5%	75.6%	176
79.0	Dean, Instruction	75.9%	69.7%	83.5%	41
80.0	Dean, Law	89.2%	77.7%	97.7%	113
81.0	Dean, Library and Information Sciences	64.0%	58.1%	74.1%	63
82.0	Dean, Mathematics	64.8%	57.3%	73.9%	95
83.0	Dean, Medicine	106.6%	93.8%	128.7%	66
84.0	Dean, Music	60.4%	53.3%	69.8%	89
85.0	Dean, Nursing	65.0%	57.3%	73.6%	259
86.0	Dean, Occupation Studies/Vocational Education/Technology	69.6%	62.0%	75.6%	235
87.0	Dean, Pharmacy	73.6%	65.6%	84.7%	52
89.0	Dean, Sciences	70.0%	61.6%	78.5%	228
90.0	Dean, Social Sciences	64.8%	58.3%	73.0%	210
91.0	Dean, Social Work	64.4%	55.7%	75.0%	71
92.0	Dean, Special Programs	57.0%	47.8%	65.3%	80
93.0	Dean, Undergraduate Programs	61.4%	56.0%	71.1%	66

Table 82
PUBLIC INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public.
FTE-ENROLLMENT RANGE: Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 769.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	83.0%	76.9%	89.4%	175
4.0	Chief Academic Officer	82.6%	76.6%	89.6%	672
5.0	Chief Business Officer	76.9%	68.6%	84.0%	708
6.0	Chief Student Affairs Officer	72.3%	63.8%	79.6%	684
7.0	Chief Development Officer	64.1%	56.7%	73.2%	228
8.0	Chief Public Relations Officer	54.6%	45.9%	65.8%	341
9.0	Chief Planning Officer	65.9%	58.1%	76.0%	168
10.0	Director, Personnel/Human Resources	52.7%	44.8%	62.2%	386
11.0	Chief Health Professions Officer	77.9%	64.9%	89.9%	72
12.0	Chief Budgeting Officer	55.8%	48.9%	63.9%	279
13.0	Director, Legal Services	60.9%	49.3%	69.3%	114
14.0	Registrar	52.8%	44.9%	61.2%	587
16.0	Director, Learning Resources Center	58.0%	50.8%	67.2%	322
17.0	Director, Library Services	60.9%	52.8%	68.8%	523
18.0	Director, Computer Services	58.7%	51.2%	66.0%	528
19.0	Director, Educational Media Services	48.7%	41.3%	56.5%	261
20.0	Director, Institutional Research	55.4%	46.0%	63.9%	336
21.0	Director, Special and Deferred Gifts	45.8%	37.7%	52.0%	56
22.0	Administrator, Grants and Contracts	53.8%	45.4%	61.2%	266
23.0	Director, Affirmative Action/Equal Employment	47.9%	39.9%	55.4%	263
24.0	Director, Employee Training	35.8%	28.5%	44.5%	57
25.0	Comptroller	56.2%	48.3%	62.4%	405
26.0	Director, Internal Audit	44.4%	38.7%	52.7%	203
27.0	Bursar	40.8%	33.2%	48.1%	179
28.0	Director, Food Services	45.4%	39.0%	51.6%	189
29.0	Director, Physical Plant	55.5%	48.5%	62.2%	619
30.0	Director, Purchasing	43.3%	37.2%	51.2%	422
31.0	Director, Bookstore	37.5%	31.7%	44.1%	396
32.0	Director, Campus Security	41.6%	34.8%	48.6%	413
33.0	Director, Information Systems	57.0%	48.1%	65.5%	149
34.0	Director, News Bureau	40.5%	34.4%	47.6%	114
35.0	Director, Auxiliary Services	52.1%	44.4%	60.7%	195
36.0	Director, Admissions	52.5%	45.7%	60.9%	459
37.0	Director, Foreign Students	39.1%	32.8%	49.4%	89
38.0	Director, International Studies Education	53.7%	43.9%	69.4%	67
39.0	Director, Student Financial Aid	46.6%	39.9%	54.1%	628
40.0	Director, Student Placement	45.7%	39.1%	52.5%	416
41.0	Director, Student Counseling	53.4%	46.1%	61.9%	472
42.0	Director, Student Union	46.6%	38.7%	54.1%	341
43.0	Director, Student Health Services (Physician Administrator)	75.7%	65.1%	86.9%	174
44.0	Director, Student Health Services (Nurse Administrator)	36.8%	30.8%	42.6%	176
45.0	Director, Student Housing	43.1%	37.3%	50.8%	261
46.0	Director, Athletics	62.1%	54.6%	71.0%	383
47.0	Director, Athletics/Men	66.3%	53.5%	74.8%	50
48.0	Director, Athletics/Women	48.0%	41.6%	59.0%	80
49.0	Director, Campus Recreation/Intramurals	40.2%	33.3%	50.0%	178
50.0	Director, Alumni Affairs	41.7%	35.1%	48.8%	219
51.0	Director, Information Office	44.1%	37.7%	50.5%	252
52.0	Director, Community Services	57.5%	48.3%	69.2%	221
53.0	Administrator, Hospital Medical Center	81.3%	56.2%	94.8%	35
54.0	Director, Publications	40.2%	36.4%	46.6%	120
55.0	Director, Risk Management and Insurance	42.7%	37.7%	48.0%	43
56.0	Chief Planning and Budget Officer	69.6%	61.2%	77.6%	53
57.0	Chief Development and Public Relations Officer	64.4%	53.5%	75.6%	83
58.0	Director, Personnel and Affirmative Action	52.1%	42.4%	59.0%	144
59.0	Director, Admissions and Financial Aid	59.3%	55.7%	67.1%	52
60.0	Director, Housing and Food Services	54.5%	48.9%	62.7%	27
61.0	Director, Development and Alumni Affairs	54.4%	48.3%	61.6%	54
62.0	Dean, Architecture	72.8%	64.4%	76.9%	44
63.0	Dean, Agriculture	75.9%	67.5%	83.8%	82
64.0	Dean, Arts and Letters	72.7%	65.0%	78.5%	68
65.0	Dean, Arts and Sciences	75.5%	67.2%	82.3%	245
66.0	Dean, Business	72.7%	64.8%	81.3%	400
67.0	Dean, Communications	66.1%	59.7%	75.8%	81
68.0	Dean, Continuing Education	66.8%	57.9%	75.2%	333
69.0	Dean, Dentistry	87.5%	71.4%	95.2%	35
70.0	Dean, Education	74.5%	69.6%	81.9%	251
71.0	Dean, Engineering	75.8%	66.3%	85.7%	154
73.0	Dean, Extension	64.1%	59.7%	73.1%	61
74.0	Dean, Fine Arts	68.1%	60.6%	76.4%	112
75.0	Dean, Graduate Programs	75.0%	67.6%	81.9%	229
76.0	Dean, Health Related Professions	68.3%	60.6%	78.5%	149
77.0	Dean, Home Economics	67.6%	57.9%	76.8%	53
78.0	Dean, Humanities	69.7%	61.5%	77.1%	128
79.0	Dean, Instruction	76.1%	70.8%	84.2%	39
80.0	Dean, Law	92.0%	83.2%	98.5%	57
81.0	Dean, Library and Information Sciences	64.4%	58.3%	74.1%	54
82.0	Dean, Mathematics	64.9%	58.9%	75.8%	67
83.0	Dean, Medicine	105.9%	93.8%	126.5%	48
84.0	Dean, Music	67.5%	60.4%	72.9%	41
85.0	Dean, Nursing	66.4%	59.7%	74.1%	189
86.0	Dean, Occupation Studies/Vocational Education/Technology	69.8%	62.9%	75.6%	223
87.0	Dean, Pharmacy	75.2%	68.3%	85.5%	42
89.0	Dean, Sciences	71.0%	64.8%	79.5%	179
90.0	Dean, Social Sciences	66.2%	60.5%	74.7%	155
91.0	Dean, Social Work	69.4%	63.2%	77.3%	49
92.0	Dean, Special Programs	58.0%	51.8%	66.[illegible]%	58
93.0	Dean, Undergraduate Programs	66.1%	59.7%	75.3%	38
94.0	Dean, Veterinary Medicine	76.8%	73.6%	87.0%	21

Table 83
PRIVATE INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** All Private. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 571.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	76.0%	68.6%	83.7%	130
4.0	Chief Academic Officer	73.7%	66.7%	82.6%	516
5.0	Chief Business Officer	70.2%	63.5%	79.0%	512
6.0	Chief Student Affairs Officer	57.7%	49.1%	66.1%	506
7.0	Chief Development Officer	67.3%	55.3%	76.3%	411
8.0	Chief Public Relations Officer	43.2%	34.6%	52.4%	296
9.0	Chief Planning Officer	56.6%	47.6%	68.6%	82
10.0	Director, Personnel/Human Resources	40.0%	32.0%	47.9%	176
11.0	Chief Health Professions Officer	80.0%	53.1%	115.7%	31
12.0	Chief Budgeting Officer	50.0%	38.7%	58.8%	81
13.0	Director, Legal Services	57.3%	43.8%	69.5%	31
14.0	Registrar	42.3%	35.0%	49.1%	517
15.0	Director, Church Relations	40.8%	29.6%	51.1%	103
16.0	Director, Learning Resources Center	43.1%	33.8%	51.6%	100
17.0	Director, Library Services	48.4%	41.4%	56.4%	521
18.0	Director, Computer Services	46.5%	39.2%	54.1%	332
19.0	Director, Educational Media Services	33.2%	28.7%	39.4%	145
20.0	Director, Institutional Research	42.3%	33.7%	52.8%	115
21.0	Director, Special and Deferred Gifts	45.1%	35.3%	54.5%	177
22.0	Administrator, Grants and Contracts	41.4%	32.2%	54.1%	131
23.0	Director, Affirmative Action/Equal Employment	32.4%	25.0%	42.4%	67
24.0	Director, Employee Training	25.6%	22.7%	32.0%	12
25.0	Comptroller	47.8%	41.3%	55.3%	351
26.0	Director, Internal Audit	35.2%	28.8%	41.5%	61
27.0	Bursar	34.8%	27.5%	44.0%	104
28.0	Director, Food Services	44.5%	37.6%	52.4%	155
29.0	Director, Physical Plant	46.5%	39.7%	53.4%	467
30.0	Director, Purchasing	33.3%	28.3%	39.4%	203
31.0	Director, Bookstore	29.6%	24.7%	35.9%	351
32.0	Director, Campus Security	30.7%	25.8%	38.5%	280
33.0	Director, Information Systems	42.4%	34.3%	52.4%	60
34.0	Director, News Bureau	29.3%	23.6%	36.7%	119
35.0	Director, Auxiliary Services	43.8%	35.2%	55.4%	79
36.0	Director, Admissions	48.8%	41.3%	56.4%	455
37.0	Director, Foreign Students	31.1%	24.9%	40.5%	50
38.0	Director, International Studies Education	41.1%	29.2%	56.2%	31
39.0	Director, Student Financial Aid	38.5%	32.0%	45.0%	481
40.0	Director, Student Placement	35.7%	30.4%	41.6%	362
41.0	Director, Student Counseling	40.3%	33.2%	49.0%	301
42.0	Director, Student Union	31.6%	25.0%	39.6%	170
43.0	Director, Student Health Services (Physician Administrator)	54.2%	39.5%	70.3%	90
44.0	Director, Student Health Services (Nurse Administrator)	28.8%	23.9%	35.0%	218
45.0	Director, Student Housing	31.7%	25.3%	38.8%	304
46.0	Director, Athletics	49.5%	41.8%	57.9%	336
47.0	Director, Athletics/Men	45.4%	40.0%	56.1%	29
48.0	Director, Athletics/Women	38.5%	32.8%	41.3%	49
49.0	Director, Campus Recreation/Intramurals	30.8%	25.0%	40.1%	106
50.0	Director, Alumni Affairs	37.3%	30.4%	44.7%	367
51.0	Director, Information Office	36.0%	30.5%	41.8%	142
52.0	Director, Community Services	40.2%	34.1%	50.6%	58
53.0	Administrator, Hospital Medical Center	88.9%	48.3%	92.7%	9
54.0	Director, Publications	31.3%	25.5%	39.9%	116
55.0	Director, Risk Management and Insurance	34.2%	28.2%	39.7%	17
56.0	Chief Planning and Budget Officer	64.4%	48.9%	76.4%	36
57.0	Chief Development and Public Relations Officer	68.2%	61.8%	77.2%	78
58.0	Director, Personnel and Affirmative Action	39.3%	33.3%	46.7%	68
59.0	Director, Admissions and Financial Aid	54.7%	47.4%	61.7%	65
60.0	Director, Housing and Food Services	37.0%	33.3%	46.2%	11
61.0	Director, Development and Alumni Affairs	53.3%	44.9%	72.1%	33
62.0	Dean, Architecture	54.8%	48.0%	65.1%	13
64.0	Dean, Arts and Letters	61.3%	58.3%	76.2%	15
65.0	Dean, Arts and Sciences	60.9%	52.9%	71.1%	108
66.0	Dean, Business	66.7%	57.8%	74.7%	147
67.0	Dean, Communications	53.1%	47.6%	58.9%	20
68.0	Dean, Continuing Education	51.8%	42.5%	60.3%	172
69.0	Dean, Dentistry	72.4%	67.0%	86.0%	14
70.0	Dean, Education	58.7%	49.5%	66.7%	91
71.0	Dean, Engineering	65.1%	57.5%	76.2%	55
73.0	Dean, Extension	47.2%	38.3%	52.5%	13
74.0	Dean, Fine Arts	60.0%	52.0%	70.0%	49
75.0	Dean, Graduate Programs	58.3%	49.2%	70.1%	113
76.0	Dean, Health Related Professions	60.4%	48.9%	79.8%	19
77.0	Dean, Home Economics	50.9%	49.2%	71.6%	10
78.0	Dean, Humanities	57.7%	47.4%	64.5%	48
80.0	Dean, Law	83.3%	69.4%	94.2%	56
81.0	Dean, Library and Information Sciences	60.0%	47.3%	65.9%	9
82.0	Dean, Mathematics	60.1%	49.3%	69.0%	28
83.0	Dean, Medicine	107.4%	85.0%	133.7%	18
84.0	Dean, Music	53.7%	48.2%	61.3%	48
85.0	Dean, Nursing	60.1%	50.6%	68.7%	70
86.0	Dean, Occupation Studies/Vocational Education/Technology	61.3%	49.0%	67.8%	12
87.0	Dean, Pharmacy	63.5%	56.7%	69.1%	10
89.0	Dean, Sciences	62.0%	58.1%	71.4%	49
90.0	Dean, Social Sciences	60.7%	48.9%	69.5%	55
91.0	Dean, Social Work	52.2%	47.6%	62.8%	22
92.0	Dean, Special Programs	47.8%	38.8%	58.6%	22
93.0	Dean, Undergraduate Programs	58.1%	47.3%	63.0%	28

Table 84

ALL UNIVERSITIES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 355.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	82.5%	76.9%	90.3%	99
4.0	Chief Academic Officer	83.3%	75.4%	89.9%	316
5.0	Chief Business Officer	77.3%	69.5%	84.8%	327
6.0	Chief Student Affairs Officer	68.2%	56.1%	75.8%	326
7.0	Chief Development Officer	64.1%	56.6%	73.0%	198
8.0	Chief Public Relations Officer	53.4%	43.5%	65.8%	204
9.0	Chief Planning Officer	63.0%	51.9%	76.2%	99
10.0	Director, Personnel/Human Resources	49.8%	43.3%	57.5%	249
11.0	Chief Health Professions Officer	94.0%	80.0%	115.7%	48
12.0	Chief Budgeting Officer	54.2%	47.6%	61.0%	176
13.0	Director, Legal Services	60.9%	51.6%	69.6%	110
14.0	Registrar	46.4%	40.1%	54.7%	307
15.0	Director, Church Relations	37.3%	26.7%	42.9%	22
16.0	Director, Learning Resources Center	50.3%	38.9%	57.8%	86
17.0	Director, Library Services	59.8%	50.3%	68.4%	307
18.0	Director, Computer Services	57.8%	48.3%	66.0%	279
19.0	Director, Educational Media Services	44.4%	35.8%	52.8%	144
20.0	Director, Institutional Research	51.9%	42.3%	61.3%	192
21.0	Director, Special and Deferred Gifts	45.8%	36.6%	50.8%	99
22.0	Administrator, Grants and Contracts	49.6%	40.7%	59.4%	198
23.0	Director, Affirmative Action/Equal Employment	44.4%	35.6%	52.3%	190
24.0	Director, Employee Training	31.8%	26.8%	39.2%	52
25.0	Comptroller	54.7%	46.1%	61.0%	272
26.0	Director, Internal Audit	42.8%	36.7%	50.3%	173
27.0	Bursar	40.2%	33.3%	48.0%	133
28.0	Director, Food Services	46.4%	40.1%	51.8%	121
29.0	Director, Physical Plant	54.3%	46.7%	61.9%	329
30.0	Director, Purchasing	41.9%	33.9%	48.5%	281
31.0	Director, Bookstore	36.5%	30.8%	44.2%	243
32.0	Director, Campus Security	38.5%	32.1%	46.0%	290
33.0	Director, Information Systems	54.0%	43.2%	61.3%	123
34.0	Director, News Bureau	37.4%	28.2%	44.2%	124
35.0	Director, Auxiliary Services	51.8%	44.1%	58.5%	127
36.0	Director, Admissions	47.6%	42.3%	54.6%	286
37.0	Director, Foreign Students	34.6%	30.0%	44.4%	99
38.0	Director, International Studies Education	51.8%	41.5%	67.1%	63
39.0	Director, Student Financial Aid	42.8%	37.1%	48.8%	321
40.0	Director, Student Placement	40.2%	32.7%	47.6%	282
41.0	Director, Student Counseling	47.3%	39.1%	55.3%	269
42.0	Director, Student Union	41.4%	32.7%	50.5%	228
43.0	Director, Student Health Services (Physician Administrator)	74.1%	57.9%	84.5%	164
44.0	Director, Student Health Services (Nurse Administrator)	31.5%	26.4%	36.8%	112
45.0	Director, Student Housing	39.7%	31.7%	48.7%	243
46.0	Director, Athletics	58.3%	47.2%	67.7%	258
47.0	Director, Athletics/Men	64.4%	51.8%	72.9%	40
48.0	Director, Athletics/Women	45.0%	35.7%	53.4%	75
49.0	Director, Campus Recreation/Intramurals	36.9%	30.8%	46.2%	148
50.0	Director, Alumni Affairs	41.0%	34.3%	48.4%	236
51.0	Director, Information Office	43.4%	36.4%	49.5%	138
52.0	Director, Community Services	45.7%	37.6%	53.6%	61
53.0	Administrator, Hospital Medical Center	84.4%	51.2%	98.1%	30
54.0	Director, Publications	39.0%	30.4%	44.0%	129
55.0	Director, Risk Management and Insurance	41.1%	31.8%	45.3%	48
56.0	Chief Planning and Budget Officer	66.1%	60.5%	76.6%	48
57.0	Chief Development and Public Relations Officer	69.4%	62.0%	77.8%	65
58.0	Director, Personnel and Affirmative Action	48.7%	38.2%	57.0%	56
59.0	Director, Admissions and Financial Aid	51.6%	46.4%	60.1%	34
60.0	Director, Housing and Food Services	51.9%	45.0%	62.4%	28
61.0	Director, Development and Alumni Affairs	53.3%	44.9%	59.6%	44
62.0	Dean, Architecture	69.6%	61.8%	77.0%	47
63.0	Dean, Agriculture	77.8%	71.8%	84.5%	60
64.0	Dean, Arts and Letters	72.8%	63.5%	77.5%	38
65.0	Dean, Arts and Sciences	74.0%	63.2%	81.6%	209
66.0	Dean, Business	75.2%	66.9%	82.8%	275
67.0	Dean, Communications	63.9%	53.6%	70.5%	36
68.0	Dean, Continuing Education	60.9%	49.0%	70.2%	191
69.0	Dean, Dentistry	89.0%	72.6%	101.7%	29
70.0	Dean, Education	72.7%	63.8%	79.3%	223
71.0	Dean, Engineering	76.2%	66.9%	86.2%	139
73.0	Dean, Extension	63.6%	56.0%	73.1%	41
74.0	Dean, Fine Arts	68.2%	58.5%	76.4%	82
75.0	Dean, Graduate Programs	72.3%	63.0%	79.1%	231
76.0	Dean, Health Related Professions	73.1%	65.6%	79.8%	53
77.0	Dean, Home Economics	67.8%	57.9%	76.6%	41
78.0	Dean, Humanities	67.6%	60.0%	78.8%	43
80.0	Dean, Law	89.2%	78.7%	97.7%	108
81.0	Dean, Library and Information Sciences	63.9%	58.0%	67.5%	40
82.0	Dean, Mathematics	62.3%	51.4%	67.7%	24
83.0	Dean, Medicine	110.6%	96.4%	132.7%	53
84.0	Dean, Music	59.6%	53.1%	70.0%	52
85.0	Dean, Nursing	66.8%	57.0%	74.1%	120
86.0	Dean, Occupation Studies/Vocational Education/Technology	69.6%	63.9%	77.8%	43
87.0	Dean, Pharmacy	74.8%	66.5%	85.5%	47
89.0	Dean, Sciences	74.7%	65.2%	81.7%	67
90.0	Dean, Social Sciences	61.4%	54.4%	69.8%	36
91.0	Dean, Social Work	67.6%	61.3%	76.3%	51
92.0	Dean, Special Programs	48.6%	42.7%	56.3%	19
93.0	Dean, Undergraduate Programs	64.9%	57.2%	71.1%	32
94.0	Dean, Veterinary Medicine	76.7%	71.4%	86.3%	24

Table 85
ALL 4-YEAR COLLEGES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** 4-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 470.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	76.3%	68.4%	85.3%	91
4.0	Chief Academic Officer	76.2%	68.8%	84.1%	444
5.0	Chief Business Officer	71.9%	64.7%	81.2%	447
6.0	Chief Student Affairs Officer	60.4%	51.5%	70.0%	446
7.0	Chief Development Officer	68.0%	57.7%	76.6%	[illegible]
8.0	Chief Public Relations Officer	44.7%	36.5%	53.4%	252
9.0	Chief Planning Officer	59.8%	50.2%	74.6%	69
10.0	Director, Personnel/Human Resources	42.8%	32.9%	54.3%	155
11.0	Chief Health Professions Officer	53.1%	33.2%	80.0%	12
12.0	Chief Budgeting Officer	54.2%	46.5%	61.0%	84
13.0	Director, Legal Services	61.3%	44.3%	69.5%	18
14.0	Registrar	44.7%	37.0%	54.3%	440
15.0	Director, Church Relations	40.9%	30.5%	54.1%	77
16.0	Director, Learning Resources Center	47.3%	38.0%	52.7%	102
17.0	Director, Library Services	50.1%	42.9%	58.8%	436
18.0	Director, Computer Services	49.9%	42.5%	57.9%	316
19.0	Director, Educational Media Services	37.0%	30.6%	51.0%	133
20.0	Director, Institutional Research	49.6%	37.3%	59.2%	116
21.0	Director, Special and Deferred Gifts	45.1%	36.3%	54.9%	118
22.0	Administrator, Grants and Contracts	47.7%	36.1%	59.3%	106
23.0	Director, Affirmative Action/Equal Employment	45.5%	35.9%	54.3%	65
25.0	Comptroller	48.9%	42.4%	56.1%	268
26.0	Director, Internal Audit	38.7%	31.3%	44.5%	34
27.0	Bursar	37.9%	29.9%	44.6%	89
28.0	Director, Food Services	45.2%	39.4%	52.7%	128
29.0	Director, Physical Plant	48.8%	41.3%	56.7%	411
30.0	Director, Purchasing	37.8%	32.0%	43.4%	172
31.0	Director, Bookstore	30.3%	25.5%	37.0%	301
32.0	Director, Campus Security	34.2%	27.9%	41.5%	246
33.0	Director, Information Systems	45.2%	34.6%	56.3%	35
34.0	Director, News Bureau	32.1%	24.9%	39.0%	85
35.0	Director, Auxiliary Services	48.0%	38.2%	59.0%	74
36.0	Director, Admissions	50.8%	43.0%	58.2%	389
37.0	Director, Foreign Students	36.4%	29.5%	53.2%	31
38.0	Director, International Studies Education	49.1%	36.8%	59.7%	25
39.0	Director, Student Financial Aid	40.3%	34.2%	47.3%	423
40.0	Director, Student Placement	39.0%	32.7%	47.3%	338
41.0	Director, Student Counseling	44.2%	35.5%	53.1%	267
42.0	Director, Student Union	37.8%	29.9%	46.4%	171
43.0	Director, Student Health Services (Physician Administrator)	64.6%	41.8%	79.2%	83
44.0	Director, Student Health Services (Nurse Administrator)	30.5%	25.6%	37.6%	198
45.0	Director, Student Housing	35.0%	27.2%	43.1%	274
46.0	Director, Athletics	53.7%	45.7%	61.6%	307
47.0	Director, Athletics/Men	51.9%	44.2%	59.3%	29
48.0	Director, Athletics/Women	40.7%	36.6%	45.4%	45
49.0	Director, Campus Recreation/Intramurals	32.1%	25.8%	41.0%	85
50.0	Director, Alumni Affairs	37.8%	31.2%	45.1%	310
51.0	Director, Information Office	36.5%	31.5%	45.5%	133
52.0	Director, Community Services	45.4%	37.3%	52.7%	52
54.0	Director, Publications	33.0%	29.1%	40.5%	82
56.0	Chief Planning and Budget Officer	60.0%	48.9%	84.2%	23
57.0	Chief Development and Public Relations Officer	68.3%	58.9%	77.2%	58
58.0	Director, Personnel and Affirmative Action	41.2%	34.2%	51.5%	66
59.0	Director, Admissions and Financial Aid	56.2%	48.0%	63.8%	40
60.0	Director, Housing and Food Services	46.0%	42.0%	56.1%	10
61.0	Director, Development and Alumni Affairs	54.4%	45.0%	64.5%	23
62.0	Dean, Architecture	54.8%	46.3%	57.8%	5
64.0	Dean, Arts and Letters	70.5%	59.2%	85.8%	23
65.0	Dean, Arts and Sciences	70.7%	62.5%	80.2%	69
66.0	Dean, Business	69.7%	60.5%	79.8%	103
67.0	Dean, Communications	65.5%	54.9%	75.8%	18
68.0	Dean, Continuing Education	58.4%	48.8%	67.4%	143
70.0	Dean, Education	73.0%	61.8%	82.2%	107
71.0	Dean, Engineering	69.1%	60.0%	80.0%	19
72.0	Dean, Experimental Programs	60.8%	45.8%	63.5%	5
73.0	Dean, Extension	52.5%	47.2%	64.1%	10
74.0	Dean, Fine Arts	65.3%	59.0%	71.4%	47
75.0	Dean, Graduate Programs	68.9%	57.4%	79.7%	97
76.0	Dean, Health Related Professions	66.9%	60.4%	73.6%	25
77.0	Dean, Home Economics	61.0%	50.4%	73.9%	11
78.0	Dean, Humanities	60.5%	52.1%	69.5%	51
81.0	Dean, Library and Information Sciences	69.5%	60.7%	77.7%	11
82.0	Dean, Mathematics	61.0%	52.5%	69.7%	29
84.0	Dean, Music	61.3%	54.0%	67.5%	31
85.0	Dean, Nursing	62.7%	59.6%	74.3%	52
86.0	Dean, Occupation Studies/Vocational Education/Technology	70.1%	59.3%	73.7%	24
89.0	Dean, Sciences	67.3%	59.2%	73.7%	69
90.0	Dean, Social Sciences	64.8%	52.8%	72.9%	72
91.0	Dean, Social Work	55.7%	51.6%	72.0%	16
92.0	Dean, Special Programs	58.6%	48.6%	64.7%	24
93.0	Dean, Undergraduate Programs	59.7%	52.5%	66.1%	25

Table 86
ALL 2-YEAR COLLEGES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** 2-year College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1981/82 BUDGET RANGE:** Not specified. **CASES SELECTED:** 430.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	80.9%	75.6%	89.0%	89
4.0	Chief Academic Officer	79.5%	72.2%	86.4%	362
5.0	Chief Business Officer	74.7%	67.0%	82.1%	381
6.0	Chief Student Affairs Officer	72.7%	63.3%	80.5%	365
7.0	Chief Development Officer	61.5%	55.2%	76.2%	89
8.0	Chief Public Relations Officer	52.2%	43.7%	61.4%	151
9.0	Chief Planning Officer	67.8%	62.8%	75.6%	69
10.0	Director, Personnel/Human Resources	57.3%	47.7%	66.4%	129
11.0	Chief Health Professions Officer	66.7%	55.9%	75.6%	34
12.0	Chief Budgeting Officer	58.2%	50.8%	68.2%	78
13.0	Director, Legal Services	49.3%	40.0%	61.4%	13
14.0	Registrar	54.9%	45.5%	62.9%	298
16.0	Director, Learning Resources Center	61.7%	54.1%	69.6%	214
17.0	Director, Library Services	57.8%	49.4%	65.5%	234
18.0	Director, Computer Services	57.2%	49.5%	65.9%	228
19.0	Director, Educational Media Services	48.2%	41.3%	56.5%	107
20.0	Director, Institutional Research	57.2%	47.4%	64.6%	130
21.0	Director, Special and Deferred Gifts	45.1%	40.9%	68.2%	7
22.0	Administrator, Grants and Contracts	54.5%	46.7%	61.2%	67
23.0	Director, Affirmative Action/Equal Employment	49.8%	41.7%	61.5%	58
24.0	Director, Employee Training	55.8%	42.2%	69.7%	8
25.0	Comptroller	54.7%	47.3%	62.0%	185
26.0	Director, Internal Audit	48.3%	40.6%	59.9%	39
27.0	Bursar	37.5%	32.4%	48.4%	44
28.0	Director, Food Services	40.8%	33.4%	48.4%	81
29.0	Director, Physical Plant	54.1%	47.2%	60.1%	290
30.0	Director, Purchasing	43.9%	35.9%	53.1%	139
31.0	Director, Bookstore	35.2%	31.0%	42.8%	178
32.0	Director, Campus Security	39.9%	33.3%	49.9%	134
33.0	Director, Information Systems	59.7%	51.2%	67.7%	40
34.0	Director, News Bureau	44.6%	34.4%	51.2%	15
35.0	Director, Auxiliary Services	50.4%	43.1%	62.5%	62
36.0	Director, Admissions	55.8%	48.6%	64.3%	203
37.0	Director, Foreign Students	45.3%	27.4%	52.7%	8
38.0	Director, International Studies Education	50.7%	48.6%	66.6%	9
39.0	Director, Student Financial Aid	48.6%	41.1%	57.4%	315
40.0	Director, Student Placement	47.8%	40.0%	55.1%	140
41.0	Director, Student Counseling	57.7%	49.7%	65.3%	222
42.0	Director, Student Union	50.5%	41.3%	60.2%	105
43.0	Director, Student Health Services (Physician Administrator)	57.1%	56.5%	62.1%	5
44.0	Director, Student Health Services (Nurse Administrator)	38.6%	33.9%	46.4%	75
45.0	Director, Student Housing	38.2%	32.6%	43.9%	35
46.0	Director, Athletics	60.8%	53.0%	69.9%	149
47.0	Director, Athletics/Men	64.8%	53.6%	74.8%	10
48.0	Director, Athletics/Women	65.7%	64.2%	70.5%	9
49.0	Director, Campus Recreation/Intramurals	44.2%	37.6%	56.3%	45
50.0	Director, Alumni Affairs	39.1%	30.8%	52.0%	26
51.0	Director, Information Office	43.9%	37.3%	51.2%	104
52.0	Director, Community Services	60.8%	49.6%	69.8%	160
54.0	Director, Publications	41.3%	38.2%	49.0%	16
55.0	Director, Risk Management and Insurance	39.3%	32.9%	46.0%	6
56.0	Chief Planning and Budget Officer	70.4%	53.0%	75.8%	11
57.0	Chief Development and Public Relations Officer	60.5%	49.0%	6[illegible].5%	30
58.0	Director, Personnel and Affirmative Action	52.6%	43.5%	60.5%	75
59.0	Director, Admissions and Financial Aid	61.0%	57.1%	67.4%	35
61.0	Director, Development and Alumni Affairs	49.2%	47.3%	66.4%	10
63.0	Dean, Agriculture	68.1%	63.8%	72.4%	21
64.0	Dean, Arts and Letters	71.2%	65.0%	76.3%	22
65.0	Dean, Arts and Sciences	65.5%	58.6%	74.2%	70
66.0	Dean, Business	65.8%	58.9%	72.4%	160
67.0	Dean, Communications	64.1%	58.9%	69.7%	45
68.0	Dean, Continuing Education	67.5%	56.7%	76.8%	155
69.0	Dean, Dentistry	70.6%	56.5%	76.5%	7
70.0	Dean, Education	59.5%	58.0%	71.0%	10
71.0	Dean, Engineering	66.3%	59.4%	73.3%	47
72.0	Dean, Experimental Programs	66.0%	63.9%	70.3%	6
73.0	Dean, Extension	63.9%	55.6%	68.9%	23
74.0	Dean, Fine Arts	62.5%	56.1%	73.3%	31
76.0	Dean, Health Related Professions	65.1%	57.4%	77.8%	79
77.0	Dean, Home Economics	58.0%	51.0%	71.5%	9
78.0	Dean, Humanities	70.0%	61.4%	76.4%	81
79.0	Dean, Instruction	76.1%	70.8%	83.5%	34
81.0	Dean, Library and Information Sciences	69.8%	58.0%	80.6%	11
82.0	Dean, Mathematics	65.1%	59.4%	76.6%	42
84.0	Dean, Music	58.3%	56.5%	68.0%	5
85.0	Dean, Nursing	63.0%	57.5%	70.6%	68
86.0	Dean, Occupation Studies/Vocational Education/Technology	69.2%	61.7%	75.2%	164
89.0	Dean, Sciences	70.0%	61.8%	76.7%	88
90.0	Dean, Social Sciences	65.5%	60.8%	73.1%	98
92.0	Dean, Special Programs	58.0%	52.0%	69.2%	33
93.0	Dean, Undergraduate Programs	62.3%	59.4%	66.8%	7

Distribution of Salaries
All Institutions
Page 1

SALARY	1	2	3	4	5	6	7	8	9	10
$140,000 - $149,999		1								
$130,000 - $139,999		1								
$120,000 - $129,999		6								
$110,000 - $119,999		6								
$100,000 - $109,999	2	8		1	1		1		1	
$95,000 - $99,999	1	5		1	1					
$90,000 - $94,999	2	9	1	3	1					
$85,000 - $89,999	4	10	3	6		1	1			
$80,000 - $84,999	7	30	4	8	3		1	1		
$79,000 - $79,999	2	2	2							
$78,000 - $78,999	[illegible]	7			1		1			
$77,000 - $77,999		2	1	1	1				1	
$76,000 - $76,999	1	9	1	2	1		1	2		
$75,000 - $75,999	14	12	2	4						
$74,000 - $74,999	2	9	1	1	3					
$73,000 - $73,999	3	7		6	3		1			
$72,000 - $72,999	[illegible]	8	2	8						1
$71,000 - $71,999	2	5		3	1		1			
$70,000 - $70,999	4	21	3	3	3			1	1	
$69,000 - $69,999	5	6	1	4	3	1	2			
$68,000 - $68,999		10	2	3	1		2	1		
$67,000 - $67,999	3	12	3	7	4				1	
$66,000 - $66,999	2	8		3	8	1	3			
$65,000 - $65,999	8	29	1	5	8		2	2		
$64,000 - $64,999	3	23	2	9	3	5	1		2	
$63,000 - $63,999	2	9	4	9	4	2		1		1
$62,000 - $62,999	2	21	5	11	9	4	2		1	1
$61,000 - $61,999		22	4	6	8	2	1		1	
$60,000 - $60,999	6	40	1	14	8	5	5		1	
$59,000 - $59,999	8	17	3	10	6	2	3	2	2	
$58,000 - $58,999	3	25	5	10	9	2	3	2	3	1
$57,000 - $57,999	6	42	3	12	11	8	4	1	3	1
$56,000 - $56,999	2	26	2	9	13	7	2	4	2	1
$55,000 - $55,999	3	51	5	22	12	6	3		1	3
$54,000 - $54,999	2	35	7	21	24	10	6	4		1
$53,000 - $53,999	1	42	6	15	12	8	6	2	4	3
$52,000 - $52,999	2	34	6	23	26	11	5	2	3	4
$51,000 - $51,999	6	40	5	35	36	13	9	5	4	1
$50,000 - $50,999	4	46	10	33	33	9	14	4	2	2
$49,000 - $49,999	1	26	6	27	26	16	8	3	3	5
$48,000 - $48,999	4	39	8	27	22	20	6	5	8	8
$47,000 - $47,999	1	36	10	17	28	20	7	1	4	5
$46,000 - $46,999	3	32	17	32	23	22	14	6	5	7
$45,000 - $45,999	4	52	4	45	37	24	19	4	6	5
$44,000 - $44,999	1	40	13	39	41	34	7	8	9	4
$43,000 - $43,999	3	34	11	41	30	30	12	7	2	9
$42,000 - $42,999	2	33	13	46	36	32	12	13	8	5
$41,000 - $41,999	2	20	11	42	35	37	13	9	9	13
$40,000 - $40,999		33	10	44	60	44	22	12	9	19
$39,000 - $39,999		26	13	35	33	44	25	10	11	12
$38,000 - $38,999		25	13	32	33	48	28	10	7	18
$37,000 - $37,999		14	7	40	33	33	28	16	10	12
$36,000 - $36,999		18	7	46	44	35	27	18	12	14
$35,000 - $35,999	1	23	6	49	46	43	26	20	8	19
$34,000 - $34,999		7	11	42	54	52	14	19	5	26
$33,000 - $33,999		17	6	39	35	41	38	15	4	25
$32,000 - $32,999		9	7	39	42	56	25	18	15	26
$31,000 - $31,999	1	6	8	27	38	50	25	21	11	13
$30,000 - $30,999		15	7	37	53	46	22	16	5	18
$29,000 - $29,999		7	4	19	36	43	14	17	10	27
$28,000 - $28,999		3		28	31	32	32	20	10	26
$27,000 - $27,999		8	5	16	26	43	21	21	8	29
$26,000 - $26,999		3	3	15	25	38	16	24	5	15
$25,000 - $25,999		4	3	24	11	42	18	18	4	30
$24,000 - $24,999		2	4	13	17	29	14	32	4	21
$23,000 - $23,999		1	4	8	18	32	13	26	5	27
$22,000 - $22,999		1	1	17	25	25	17	28	4	19
$21,000 - $21,999				2	11	25	9	32	3	14
$20,000 - $20,999		5	2	5	18	24	14	27	6	14
$19,000 - $19,999				1	3	13	7	19	1	16
$18,000 - $18,999		1		3	4	15	4	23	4	10
$17,000 - $17,999					2	9	6	18	2	15
$16,000 - $16,999				1	3	7	4	19		15
$15,000 - $15,999		4	2	2	4	10	3	19	2	9
$14,000 - $14,999					4	3	2	15		
$13,000 - $13,999				2	1		1	12	1	5
$12,000 - $12,999				2	1	2	1	9		2
$11,000 - $11,999				2	2	2		6	1	2
$10,000 - $10,999		2		1	1		1	4		2
less than $10,000		2	1	1	3			5		1
N	135	1,244	312	1,216	1,252	1,218	655	659	254	582
Mean Salary	$63,447	$53,292	$45,376	$42,671	$39,886	$35,112	$36,223	$28,653	$37,474	$30,736

Distribution of Salaries
All Institutions
Page 2

SALARY	11	12	13	14	15	16	17	18	19	20	29
$130,000 - $139,999	1										
$120,000 - $129,999	1										
$110,000 - $119,999	3										
$100,000 - $309,999	1										
$95,000 - $99,999	3										
$85,000 - $89,999	3		1								
$80,000 - $84,999	2		1								
$79,000 - $79,999	3										
$77,000 - $77,999	1										
$76,000 - $76,999	2										
$75,000 - $75,999	2										
$74,000 - $74,999	1										
$73,000 - $73,999							1				
$72,000 - $72,999	1						1				
$71,000 - $71,999			2								
$70,000 - $70,999	3										
$69,000 - $69,999										1	
$68,000 - $68,999	2		1								
$67,000 - $67,999	2		4								
$66,000 - $66,999							3	1		1	
$65,000 - $65,999		2	1							1	
$64,000 - $64,999	1						1	2			
$63,000 - $63,999	2							1			
$62,000 - $62,999	1	1	1				2				
$61,000 - $61,999	1	1	1				2	1		1	
$60,000 - $60,999	2	1	2			1	1	1		1	
$59,000 - $59,999	1	1	2				2	3			
$58,000 - $58,999	1	1	2				2	3		2	
$57,000 - $57,999		1	1					1			
$56,000 - $56,999	2	1	1				6	3	1	1	
$55,000 - $55,999	2	3	4			1	3	1	1	1	
$54,000 - $54,999	2	2	1				1	3		1	
$53,000 - $53,999		2	5			1	3	4		1	
$52,000 - $52,999	1	3	2			2	6	2	2		
$51,000 - $51,999		2	2	1			6	5		5	
$50,000 - $50,999		4	5	1		1	7	7		1	
$49,000 - $49,999	3	3	3	4		2	7	3			
$48,000 - $48,999	1	3	1	1			13	4	2	2	
$47,000 - $47,999	2	4	4			5	12	6	2	3	
$46,000 - $46,999		4	5	2		3	9	10	1	3	
$45,000 - $45,999		10	6	3		2	13	9	1	5	
$44,000 - $44,999		8	2	10		3	21	9		6	
$43,000 - $43,999	3	8	3	3		4	12	11	2	6	
$42,000 - $42,999	1	9	7	7		5	21	14	4	8	
$41,000 - $41,999	1	9	6	8		9	13	17	5	5	
$40,000 - $40,999	1	9	3	10		11	13	24	3	9	
$39,000 - $39,999	1	12	3	15		8	23	24	3	11	
$38,000 - $38,999	2	10	8	13	2	11	22	17	2	13	
$37,000 - $37,999	1	7	5	19	1	10	34	29	6	12	
$36,000 - $36,999	4	18	6	15		7	21	26	1	13	
$35,000 - $35,999	2	16	6	22	2	8	33	32	8	18	
$34,000 - $34,999	3	17	4	28	1	14	32	30	7	18	
$33,000 - $33,999	3	18	5	38	3	18	24	37	18	16	
$32,000 - $32,999	4	16	4	37	2	19	29	37	16	22	
$31,000 - $31,999	5	18	2	50		22	44	31	18	15	
$30,000 - $30,999	2	20	6	50	7	22	43	36	13	17	
$29,000 - $29,999	3	17		47	2	18	39	37	13	30	
$28,000 - $28,999	1	21	2	41	4	17	36	44	13	22	
$27,000 - $27,999	2	10	2	59	3	22	43	39	16	19	
$26,000 - $26,999		8	3	50	3	21	45	39	15	25	
$25,000 - $25,999	3	13	3	63	4	14	52	35	11	23	
$24,000 - $24,999	1	10	3	52	3	17	42	44	17	11	
$23,000 - $23,999		8	2	62	1	16	27	34	20	18	
$22,000 - $22,999	1	7	2	49	7	20	49	29	23	20	
$21,000 - $21,999	1	8	2	36	3	23	49	31	14	12	
$20,000 - $20,999		10	1	41	9	17	42	24	31	11	
$19,000 - $19,999	1	6		47	6	12	29	13	21	8	
$18,000 - $18,999	1	5		42	6	9	46	27	15	9	
$17,000 - $17,999		3		52	8	11	28	10	20	9	
$16,000 - $16,999	1	2		53	7	7	17	7	21	9	
$15,000 - $15,999	1	1		32	5	9	23	12	15	5	
$14,000 - $14,999	1			19	5	4	7	9	6	3	
$13,000 - $13,999	1			22	3	3	7	7	7	9	
$12,000 - $12,999			1	13	6	4	6		13	3	
$11,000 - $11,999				9	4	2		1	3		
$10,000 - $10,999			2	1			4		2		
less than $10,000	1			4	6	1	3	2	3		
N	107	373	151	1,131	113	436	1,080	888	415	466	
Mean Salary	$53,394	$34,158	$41,926	$25,827	$20,840	$28,838	$30,092	$30,988	$25,026	$30,561	

Distribution of Salaries
All Institutions
Page 3

SALARY	21	22	23	24	25	26	27	28	29	30	15
$77,000 - $77,999		1									
$75,000 - $75,999		1			1						
$71,000 - $71,999					1						
$67,000 - $67,999									1		
$65,000 - $65,999					1						
$64,000 - $64,999									1		
$63,000 - $63,999		1			1	1					
$62,000 - $62,999		2									
$61,000 - $61,999					1						
$60,000 - $60,999	2				2		1		3		
$59,000 - $59,999					1						
$58,000 - $58,999									1		
$57,000 - $57,999		2	1								
$56,000 - $56,999					2				2		
$55,000 - $55,999		2			2		1		4		
$54,000 - $54,999		1			1				1		
$53,000 - $53,999		2	1		3				4	1	
$52,000 - $52,999		3	1		4	1			3	1	
$51,000 - $51,999		1			3				4		
$50,000 - $50,999					5		1		4		
$49,000 - $49,999	1	4			5				6	1	
$48,000 - $48,999		5	5	1	9	4			5		
$47,000 - $47,999		3			5	2		3	4	2	
$46,000 - $46,999	2	4	3		10	1		1	7	2	
$45,000 - $45,999	3	6	3		8	2		1	11	2	
$44,000 - $44,999		5	2	1	4	1			6	3	
$43,000 - $43,999	2	10	5		12	3	2	1	11	1	
$42,000 - $42,999	1	7	5		9	7	2	2	14	5	
$41,000 - $41,999	1	10	3		13	2		2	10	1	
$40,000 - $40,999	3	8	9	1	18	3	2	2	27	6	
$39,000 - $39,999	1	8	5		18	3	1	2	26	6	
$38,000 - $38,999	7	16	10	1	24	5	3	6	28	3	
$37,000 - $37,999	4	6	1		21	3	5	10	26	6	
$36,000 - $36,999	6	14	13	4	17	7	1	3	28	6	
$35,000 - $35,999	3	11	9		29	12	4	6	21	11	
$34,000 - $34,999	6	15	10		27	6	1	4	29	18	
$33,000 - $33,999	6	18	15	3	28	8	6	12	47	14	
$32,000 - $32,999	9	16	18	4	35	7	4	14	47	19	
$31,000 - $31,999	12	13	16		32	11	8	7	30	29	
$30,000 - $30,999	13	18	15	4	39	23	9	8	54	21	
$29,000 - $29,999	8	11	13	2	34	23	16	10	53	21	
$28,000 - $28,999	22	14	25	5	30	12	7	15	42	22	
$27,000 - $27,999	10	17	18	3	29	15	14	18	55	29	
$26,000 - $26,999	7	10	12	2	32	16	8	19	58	26	
$25,000 - $25,999	18	21	18	6	23	12	13	18	48	37	
$24,000 - $24,999	10	14	12	5	35	13	20	21	34	35	
$23,000 - $23,999	16	18	15	2	36	14	9	22	41	24	
$22,000 - $22,999	15	19	11	5	30	14	10	22	51	29	
$21,000 - $21,999	9	15	11	6	24	11	15	10	49	41	
$20,000 - $20,999	5	10	19	5	26	9	14	21	46	45	
$19,000 - $19,999	7	15	9	5	24	6	26	10	35	23	
$18,000 - $18,999	8	12	11	4	18	7	19	15	45	28	
$17,000 - $17,999	5	11	4		16	3	15	6	23	34	
$16,000 - $16,999	4	5	4	3	6	2	15	17	18	23	
$15,000 - $15,999	4	1	3		8	3	15	12	14	23	
$14,000 - $14,999	5	2	7	1	9	3	11	10	19	25	
$13,000 - $13,999		5			4		8	6	10	10	
$12,000 - $12,999	1	2	2		7	3	6	9	7	7	
$11,000 - $11,999		1	1	1	3		1	3	4	2	
$10,000 - $10,999	1		1				2	5	1	7	
less than $10,000	2							5	2	3	
N	239	416	346	74	785	278	295	358	1,120	652	
Mean Salary	$27,469	$31,136	$29,089	$25,928	$30,577	$28,997	$23,470	$24,655	$28,887	$24,642	

Distribution of Salaries
All Institutions
Page 4

SALARY	31	32	33	34	35	36	37	38	39	40	13
$66,000 - $66,999						1					
$65,000 - $65,999			1								
$63,000 - $63,999			1					1			
$61,000 - $61,999								1			
$60,000 - $60,999			1			1			1		
$57,000 - $57,999								1			
$56,000 - $56,999					1						
$55,000 - $55,999				1	1			1			
$54,000 - $54,999					1			1			
$53,000 - $53,999		1	1							1	
$52,000 - $52,999		1	3		1	1					
$50,000 - $50,999			1		4	1		3			
$49,000 - $49,999			5								
$48,000 - $48,999			5		1	3		3	1	1	
$47,000 - $47,999		1	2		1	2		2	1		
$46,000 - $46,999		2	5		3	3	1	1		1	
$45,000 - $45,999		1	2		3	5		2	1	1	
$44,000 - $44,999		1	10	2	7			2		1	
$43,000 - $43,999	1	2	6		2	5		1	2	1	
$42,000 - $42,999	1	7	4	1	3	9	2	1	5		
$41,000 - $41,999		5	5	1	7	9	1	2	4	4	
$40,000 - $40,999	1	5	11		8	9		3	8	2	
$39,000 - $39,999	1	5	8	3	9	22	1	3	4	3	
$38,000 - $38,999		6	7		7	18	2		12	3	
$37,000 - $37,999	4	2	10	1	8	18	1	1	8	7	
$36,000 - $36,999	5	8	13	1	12	28	2	5	3	8	
$35,000 - $35,999	3	8	7	1	12	17	5	6	13	6	
$34,000 - $34,999	7	9	10	2	5	23	1	1	17	11	
$33,000 - $33,999	11	16	11	1	14	38	2	1	26	26	
$32,000 - $32,999	6	9	9	4	3	42	4	7	27	13	
$31,000 - $31,999	10	15	8	6	10	41	5	4	34	15	
$30,000 - $30,999	10	11	8	14	21	45	3	7	44	19	
$29,000 - $29,999	14	17	4	3	10	55	2	4	37	24	
$28,000 - $28,999	15	25	7	9	8	49	9	5	45	37	
$27,000 - $27,999	25	30	10	5	13	41	8	2	62	37	
$26,000 - $26,999	28	24	5	13	8	48	5	1	49	39	
$25,000 - $25,999	23	36	3	13	13	58	4	4	64	40	
$24,000 - $24,999	26	35	5	9	10	51	15	3	62	32	
$23,000 - $23,999	31	32	6	12	7	42	3	3	66	49	
$22,000 - $22,999	22	32	6	12	11	33	11	6	58	51	
$21,000 - $21,999	38	46	6	11	11	38	5	1	70	44	
$20,000 - $20,999	36	42	2	19	8	46	9	3	60	56	
$19,000 - $19,999	31	39	1	10	4	27	6	3	61	55	
$18,000 - $18,999	41	34	4	16	8	36	9	1	68	45	
$17,000 - $17,999	34	29	2	6	8	19	6	2	43	37	
$16,000 - $16,999	41	33	3	14	5	16	4	2	46	44	
$15,000 - $15,999	47	32	1	18	8	13	8		42	33	
$14,000 - $14,999	48	31	2	10	5	12	5	3	33	23	
$13,000 - $13,999	48	24		14		7	1		22	16	
$12,000 - $12,999	48	19		5	1	6	1		26	10	
$11,000 - $11,999	30	11		4	3		1	1	5	4	
$10,000 - $10,999	37	8		3		2			7	2	
less than $10,000	39	24		1	1	1	1		8	4	
N	762	718	221	245	286	941	143	104	1,145	805	
Mean Salary	$19,202	$22,614	$34,582	$22,176	$30,005	$27,669	$24,437	$32,558	$23,723	$23,317	

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Distribution of Salaries
All Institutions
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SALARY	41	42	43	44	45	46	47	48	49	50	61
$100,000 - $100,999						1					
$93,000 - $93,999			1								
$90,000 - $90,999			1								
$82,000 - $82,999			1								
$75,000 - $75,999			1								
$74,000 - $74,999			1								
$72,000 - $72,999			3								
$71,000 - $71,999			3								
$70,000 - $70,999						1					
$69,000 - $69,999			1								
$68,000 - $68,999			2				1				
$67,000 - $67,999						1					
$66,000 - $66,999			2			1					
$65,000 - $65,999			4			1					
$64,000 - $64,999	1		4				1				
$63,000 - $63,999			2								
$62,000 - $62,999			4			1					
$61,000 - $61,999			4			1					
$60,000 - $60,999			4			3					
$59,000 - $59,999			7			2					
$58,000 - $58,999			5			1	1				
$57,000 - $57,999		1	7			3					
$56,000 - $56,999			5								
$55,000 - $55,999			11			6					
$54,000 - $54,999			3			3					
$53,000 - $53,999			7			4	2				
$52,000 - $52,999			7			8				1	
$51,000 - $51,999			6			4	2				
$50,000 - $50,999	1		12			5	2				
$49,000 - $49,999	2		7			1		1		2	
$48,000 - $48,999	2	1	8			7			1	2	
$47,000 - $47,999	2		14		1	9					
$46,000 - $46,999	3		3	1	1	7	1			1	
$45,000 - $45,999	8	1	8			10	1			3	
$44,000 - $44,999	5	3	8		2	8	1		1	2	
$43,000 - $43,999	3	4	5		4	9	2	1	1	3	
$42,000 - $42,999	10	2	7		2	17	1		2	2	
$41,000 - $41,999	11	4	6	1	1	12	1	2	2	2	
$40,000 - $40,999	6	6	9	1	3	10	2	1	1	7	
$39,000 - $39,999	7	4	5		5	20	2	2	1	9	
$38,000 - $38,999	17	2	3		5	15	2	2	5	8	
$37,000 - $37,999	9	4	6	1	2	20	3	5	1	4	
$36,000 - $36,999	13	8	5		4	25	4	1	1	4	
$35,000 - $35,999	15	9	6		8	25	4	3	2	8	
$34,000 - $34,999	27	7	3	1	7	30	1	1	9	6	
$33,000 - $33,999	30	15	4	2	11	38	4	3	5	5	
$32,000 - $32,999	26	16	3	3	6	40	3	5	3	16	
$31,000 - $31,999	26	17	3	1	12	20	4	6	9	10	
$30,000 - $30,999	39	18	5		16	35	5	7	11	16	
$29,000 - $29,999	38	13	1	1	13	35	4	5	14	20	
$28,000 - $28,999	44	18		4	11	34	4	8	10	13	
$27,000 - $27,999	52	25	3	9	16	33	3	6	7	15	
$26,000 - $26,999	42	29	3	5	23	32	2	4	11	22	
$25,000 - $25,999	43	35	4	10	23	23	1	11	12	35	
$24,000 - $24,999	40	22	2	13	33	28	3	12	9	24	
$23,000 - $23,999	44	24	4	8	24	20	4	3	15	25	
$22,000 - $22,999	32	24	2	24	33	17	1	3	13	37	
$21,000 - $21,999	32	22	4	18	24	26	1	7	17	31	
$20,000 - $20,999	27	26	2	23	34	15	1	4	19	34	
$19,000 - $19,999	31	32	2	25	12	14	1	9	17	30	
$18,000 - $18,999	27	22	1	33	37	14	1	5	15	40	
$17,000 - $17,999	23	34	2	32	35	12		6	13	34	
$16,000 - $16,999	18	25	4	37	39	11	2	4	14	25	
$15,000 - $15,999	13	14	4	33	29	7	2	1	12	34	
$14,000 - $14,999	12	6	2	26	34	5		2	11	17	
$13,000 - $13,999	5	12	2	31	17	6	1	3	6	18	
$12,000 - $12,999	3	6	4	22	31	3			8	16	
$11,000 - $11,999	5	4		11	13	1			6	12	
$10,000 - $10,999	1	4	1	11	8	1			7	10	
less than $10,000	2	5	4	18	4	3		1	7	4	
N	797	524	277	405	583	744	81	134	298	607	
Mean Salary	$27,301	$24,571	$44,199	$18,049	$21,889	$31,919	$33,690	$26,221	$22,792	$23,094	

Distribution of Salaries
All Institutions
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SALARY	51	52	53	54	55	56	57	58	59	60	57
$100,000 - $100,999			1								
$94,000 - $94,999			1								
$86,000 - $86,999			1								
$81,000 - $81,999			1								
$80,000 - $80,999			1								
$79,000 - $79,999			1								
$77,000 - $77,999			2								
$76,000 - $76,999						2					
$75,000 - $75,999			2				1				
$71,000 - $71,999			3						1		
$70,000 - $70,999			1				1				
$69,000 - $69,999								1			
$68,000 - $68,999			1								
$67,000 - $67,999			1								
$66,000 - $66,999			1				1				
$65,000 - $65,999			2				4				
$64,000 - $64,999			1			5					
$62,000 - $62,999			3			1	3			1	
$61,000 - $61,999			2	1		2	1				
$60,000 - $60,999						1	1				
$59,000 - $59,999						2					
$57,000 - $57,999						1	2				
$56,000 - $56,999						2	4			1	
$55,000 - $55,999		1	2		1	1	2		1		
$54,000 - $54,999			2			1	1				
$53,000 - $53,999		1	1			1					
$52,000 - $52,999			1			1			3		
$51,000 - $51,999						2	3				
$50,000 - $50,999		1				4	7		2	1	
$49,000 - $49,999	1	1				1	3	1			
$48,000 - $48,999		3		1		2	4			1	
$47,000 - $47,999						1	5	1	1	1	
$46,000 - $46,999	2	3	2			3	3		1	1	
$45,000 - $45,999	3	6		1		2	6	1	2		
$44,000 - $44,999	3	2	1			2	2			1	
$43,000 - $43,999	1	3		1		3	3		1	1	
$42,000 - $42,999	4	2	1		1	4	6	3		2	
$41,000 - $41,999	5	5		2		4	3	2	5		
$40,000 - $40,999	1	5			2	3	6	4	4	2	
$39,000 - $39,999	5	3	1	2	2	1	3	5	2	1	
$38,000 - $38,999	4	9		2		2	2	6	3		
$37,000 - $37,999	2	4				5	5	5	5	2	
$36,000 - $36,999	7	11	3	1	3	1	2	5	4	2	
$35,000 - $35,999	4	4	2	6	6	1	7	4	4	3	
$34,000 - $34,999	6	9		6	2	5	4	6	3	1	
$33,000 - $33,999	15	10		3	3	4	7	4	6	1	
$32,000 - $32,999	11	14	1	6	2	3	8	6	4	3	
$31,000 - $31,999	7	6	1	2	4	1	5	11	9	6	
$30,000 - $30,999	21	15		8	3	5	10	6	4	4	
$29,000 - $29,999	9	14		6	1	3	1	9	5	1	
$28,000 - $28,999	18	14		12	3		4	6	4		
$27,000 - $27,999	13	15	1	9	5	1	6	13	6		
$26,000 - $26,999	13	15		18	5	1	2	8	5		
$25,000 - $25,999	17	14		9	3	1	3	9	5	1	
$24,000 - $24,999	19	13	2	10	2	1	3	10	4		
$23,000 - $23,999	24	15		17	4		4	9	1		
$22,000 - $22,999	20	9		12	5	3	4	12	7	1	
$21,000 - $21,999	25	5		18	1	1	5	15	1	1	
$20,000 - $20,999	22	11	1	14	3		3	12	4	1	
$19,000 - $19,999	17	12		5	1		2	6	5		
$18,000 - $18,999	20	7		21			2	10	6		
$17,000 - $17,999	20	5		10	4		2	8	2	2	
$16,000 - $16,999	21	8		12	1		1	6	2		
$15,000 - $15,999	18	4	1	8				6	2		
$14,000 - $14,999	8	2		10			1	4			
$13,000 - $13,999	10	3		2				3	1		
$12,000 - $12,999	7	2		3				1	1		
$11,000 - $11,999	4			2		1		3			
$10,000 - $10,999	2			1							
less than $10,000	1	1		3				1	1		
N	410	287	48	244	67	91	165	222	127	42	
Mean Salary	$24,568	$28,956	$56,738	$23,736	$28,805	$42,615	$38,227	$26,550	$30,607	$35,417	

Distribution of Salaries
All Institutions
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SALARY	61	62	63	64	65	66	67	68	69	70	95
$92,000 - $92,999					1						
$91,000 - $91,999									1		
$86,000 - $86,999						1					
$85,000 - $85,999									1		
$84,000 - $84,999						1					
$83,000 - $83,999									1		
$82,000 - $82,999						1					
$80,000 - $80,999	1			1		1			1	1	
$78,000 - $78,999					1		1				
$77,000 - $77,999					1	1			1		
$76,000 - $76,999					1				2		
$75,000 - $75,999						2					
$74,000 - $74,999									1	1	
$73,000 - $73,999									2		
$72,000 - $72,999	1								3		
$71,000 - $71,999					1						
$70,000 - $70,999		1			3	2			3		
$69,000 - $69,999					3	1			2		
$68,000 - $68,999			2		1	2			3	1	
$67,000 - $67,999			3		1	2	1		1	1	
$66,000 - $66,999			1	1	2	2		1	4	1	
$65,000 - $65,999		1			1	2			1	1	
$64,000 - $64,999						3			4	2	
$63,000 - $63,999			3		2	3		1	1		
$62,000 - $62,999			1		4	3	1		2		
$61,000 - $61,999		1	3		4	5		1		1	
$60,000 - $60,999		1	1		3	13	1	1	3	2	
$59,000 - $59,999		1	4		8	4			1	4	
$58,000 - $58,999		3	2		3	12		6	2	3	
$57,000 - $57,999		2			3	2		1	1	5	
$56,000 - $56,999		1	3	2	9	5	2		1	4	
$55,000 - $55,999		3	1	1	4	8	1		1	8	
$54,000 - $54,999		2	1		3	9		1		1	
$53,000 - $53,999		2	1		2	11		4		10	
$52,000 - $52,999		4	1		11	12	1	4		6	
$51,000 - $51,999			5	2	3	12	1	7	1	7	
$50,000 - $50,999	1	2	3	3	14	13	3	5		14	
$49,000 - $49,999		5	4	4	10	9	2	5	1	21	
$48,000 - $48,999		2	2	2	12	16	1	10		14	
$47,000 - $47,999		3	1	5	10	16	2	4		13	
$46,000 - $46,999	1	2		2	17	14	4	5		10	
$45,000 - $45,999	1	3	2	2	14	18	1	16		13	
$44,000 - $44,999	2	1	1	1	15	11	4	17		12	
$43,000 - $43,999	1			1	9	13	1	10		15	
$42,000 - $42,999	1	2	3	1	18	18	3	23		19	
$41,000 - $41,999	1	5		2	11	20	3	8	1	12	
$40,000 - $40,999		2	4	4	10	14	3	20	1	15	
$39,000 - $39,999	2	2	3	9	11	16	4	14	1	12	
$38,000 - $38,999	5	1	1	5	21	22	2	19	1	12	
$37,000 - $37,999	3	1	4	4	9	25	4	16	2	15	
$36,000 - $36,999	2		1		9	14	1	25		14	
$35,000 - $35,999	10	1	2	6	15	20	3	16		10	
$34,000 - $34,999	4	2	2	2	6	8	6	16		4	
$33,000 - $33,999	7		1	2	10	25	[illegible]	17		7	
$32,000 - $32,999	3		1	4	9	18	3	18		4	
$31,000 - $31,999	4		5	1	10	17	4	24	1	7	
$30,000 - $30,999	4		3	8	6	17	6	23		8	
$29,000 - $29,999	1		2	2	8	11	7	15		5	
$28,000 - $28,999	2		4	2	3	19	4	28		2	
$27,000 - $27,999	2		3	1	10	15	4	24		9	
$26,000 - $26,999	5		1		4	11	5	17		4	
$25,000 - $25,999	3	1			5	13	3	19		3	
$24,000 - $24,999	1	2	1	2	4	12	4	13		3	
$23,000 - $23,999	3		1	1	6	5	3	12		2	
$22,000 - $22,999	5				5	8	1	12	1	8	
$21,000 - $21,999	4					2	1	7		5	
$20,000 - $20,999	4			1		1		6		1	
$19,000 - $19,999	1		1			1	1	7			
$18,000 - $18,999	2			1		1		7			
$17,000 - $17,999	1					2	1	5		1	
$16,000 - $16,999								2	1	1	
$15,000 - $15,999	2							1		1	
$14,000 - $14,999								1			
$13,000 - $13,999						2		1			
$12,000 - $12,999	1						1	2			
$10,000 - $10,999					1			1			
less than $10,000								1			
N	91	59	88	85	367	567	108	519	54	356	
Mean Salary	$31,627	$47,763	$45,007	$39,583	$43,090	$41,278	$36,436	$34,460	$61,781	$42,135	

Distribution of Salaries
All Institutions
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SALARY	71	72	73	74	75	76	77	78	79	80	76
$98,000 - $98,999	1										
$92,000 - $92,999				1							
$89,000 - $89,999										3	
$86,000 - $86,999										1	
$85,000 - $85,999										1	
$82,000 - $82,999	1										
$81,000 - $81,999										1	
$80,000 - $80,999	1				2						
$79,000 - $79,999					1	1					
$78,000 - $78,999	1									1	
$77,000 - $77,999										2	
$76,000 - $76,999	2									2	
$75,000 - $75,999	1							1		3	
$74,000 - $74,999	1									5	
$73,000 - $73,999	2									1	
$72,000 - $72,999	1			1		1					
$71,000 - $71,999	2									[illegible]	
$70,000 - $70,999	2				2	1			1	5	
$69,000 - $69,999	2				1	1					
$68,000 - $68,999					2					2	
$67,000 - $67,999	1			1	4			2		3	
$66,000 - $66,999	1		1		1	1				3	
$65,000 - $65,999	3		1	1	2			1		8	
$64,000 - $64,999	3				4					3	
$63,000 - $63,999	4	1	1		2		1			6	
$62,000 - $62,999	3				1					8	
$61,000 - $61,999	2		1	1	1	1	1	1		7	
$60,000 - $60,999	7		2		6	3				7	
$59,000 - $59,999	5		1		2		2	1		2	
$58,000 - $58,999	6			1	4	2	1			3	
$57,000 - $57,999	10	1	1	1	6		1			2	
$56,000 - $56,999	5		2		3	2	1			4	
$55,000 - $55,999	7			5	6	2	2	1		5	
$54,000 - $54,999	1			1	3	1	2			6	
$53,000 - $53,999	5			2	11			1	1	5	
$52,000 - $52,999	6		2	2	14	4	1	2		2	
$51,000 - $51,999	11		1	4	7	2	1	1	1	3	
$50,000 - $50,999	10		1	4	12	2	1	3		2	
$49,000 - $49,999	2			5	12	3	3	1			
$48,000 - $48,999	7		1	3	8	6	1	5		2	
$47,000 - $47,999	1		3	3	11	6	2	3	3	2	
$46,000 - $46,999	5		3	7	8	3		1	1	1	
$45,000 - $45,999	2		2	6	14	4	3	4	3	1	
$44,000 - $44,999	3			3	10	3	2	2	3		
$43,000 - $43,999	4	1		4	17	5	3	3	2		
$42,000 - $42,999	5		3	8	22	7	2	4	2	1	
$41,000 - $41,999	4		1	4	14	4	1	4	3		
$40,000 - $40,999	8	1	3	11	13	5	2	8	3		
$39,000 - $39,999	3	1	1	4	13	3		4	2		
$38,000 - $38,999	3	1	1	4	12	7	1	5	2		
$37,000 - $37,999	3	3	3	6	10	10	1	6	3		
$36,000 - $36,999	6	1	4	6	7	9	2	7	1		
$35,000 - $35,999	5		3	3	8	6		9	2		
$34,000 - $34,999	2	2	1	4	8	7		2	1	2	
$33,000 - $33,999	5		1	4	7	10	3	11	3		
$32,000 - $32,999	7	2	4	8	9	10	2	11	1		
$31,000 - $31,999	7			6	9	10	3	13	2		
$30,000 - $30,999	9	1	3	11	8	3	1	8	2	1	
$29,000 - $29,999	2		3	7	4	1	2	8	1		
$28,000 - $28,999	7		5	5	2	3		9	1	1	
$27,000 - $27,999	2		2	6	2	5	5	4			
$26,000 - $26,999	5			3		7	3	3			
$25,000 - $25,999	1		4	5	4	3	1	8			
$24,000 - $24,999	1		2	1	4	4	1	6		1	
$23,000 - $23,999	1		2		3	1	2	6			
$22,000 - $22,999			1	1	2	5	1	4			
$21,000 - $21,999			1	2	5	1	1	1		2	
$20,000 - $20,999	1	1	2		1			3			
$19,000 - $19,999		1	1		2	1		2			
$18,000 - $18,999		1		1	1		3			1	
$17,000 - $17,999				1	2	1		1			
$16,000 - $16,999				1							
$15,000 - $15,999					3			1			
$14,000 - $14,999					1						
$13,000 - $13,999			1								
$12,000 - $12,999					1			1			
N	218	18	75	168	354	177	65	182	44	124	
Mean Salary	$47,854	$36,167	$38,024	$39,242	$43,352	$38,846	$39,241	$35,068	$40,319	$60,702	

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Distribution of Salaries
All Institutions
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SALARY	81	82	83	84	85	86	87	88	89	90	16
$130,000 - $139,999			2								
$120,000 - $129,999			1								
$110,000 - $119,999			7								
$100,000 - $109,999			6								
$95,000 - $99,999			5					2			
$90,000 - $94,999			3								
$85,000 - $89,999			7					1	1		
$80,000 - $84,999			11				1	1			
$79,000 - $79,999			3								
$77,000 - $77,999			5								
$76,000 - $76,999			1								
$75,000 - $75,999			3								
$74,000 - $74,999			1								
$73,000 - $73,999			2					2			
$72,000 - $72,999			1								
$71,000 - $71,999			1								
$70,000 - $70,999					1			1			
$69,000 - $69,999		1	1						1		
$68,000 - $68,999			2				1		1		
$67,000 - $67,999			1		1				2		
$66,000 - $66,999				1	1		1			1	
$65,000 - $65,999			1	1	1		1				
$64,000 - $64,999			2				1		1		
$63,000 - $63,999									1		
$62,000 - $62,999		1					2			2	
$61,000 - $61,999			1	1	3		1	1	1		
$60,000 - $60,999			2		3		3			2	
$59,000 - $59,999	1			1	1		3		2		
$58,000 - $58,999			1		2		3		1	1	
$57,000 - $57,999	1				3	1	1			1	
$56,000 - $56,999				1	3		1				
$55,000 - $55,999	1		1		4		3		1		
$54,000 - $54,999		1			6	1	1	1	4	2	
$53,000 - $53,999		1		5	5		6		4	1	
$52,000 - $52,999	2				4	1	3		2	2	
$51,000 - $51,999	1			1	2		3		2	1	
$50,000 - $50,999	2			4	6	1	4		1	4	
$49,000 - $49,999	2	1			4	4	3		3		
$48,000 - $48,999	2		1	4	4	1	3	1	8		
$47,000 - $47,999		1		4	5	2			3	2	
$46,000 - $46,999	3	3			8	3	1		3	1	
$45,000 - $45,999	3	2		2	8	8	1		7	2	
$44,000 - $44,999	1	1		4	7	5	3	1	2	2	
$43,000 - $43,999	5	1			4	5			4	4	
$42,000 - $42,999	5	3		1	4	14	1		6	7	
$41,000 - $41,999	1	3			9	8	1		3	5	
$40,000 - $40,999	1	4		1	3	6			10	5	
$39,000 - $39,999	1	2		4	8	9	1		6	6	
$38,000 - $38,999	3	5		3	9	13		1	11	8	
$37,000 - $37,999	3	3		6	10	16	1		13	7	
$36,000 - $36,999	5	1		5	12	9	1		15	9	
$35,000 - $35,999	5	3		3	11	16			8	6	
$34,000 - $34,999	2	3		5	11	11			12	13	
$33,000 - $33,999	1	5		4	11	14			13	14	
$32,000 - $32,999	1	1		2	11	20			10	9	
$31,000 - $31,999	1	7		3	6	13			7	15	
$30,000 - $30,999	3	3		4	10	13			13	11	
$29,000 - $29,999	1	12		1	8	10			7	7	
$28,000 - $28,999	1	4		1	13	8			9	5	
$27,000 - $27,999	2	2		3	10	4			3	12	
$26,000 - $26,999		4		1	6	3		1	12	12	
$25,000 - $25,999	2	1		2	12	3			6	6	
$24,000 - $24,999		5		4	7	5			2	9	
$23,000 - $23,999	1	1		1	6	1			4	9	
$22,000 - $22,999		4		2	2	4			4	5	
$21,000 - $21,999	1	3		1	2				4	3	
$20,000 - $20,999		1		3		2				1	
$19,000 - $19,999		1		2	1					1	
$18,000 - $18,999	1	2			1						
$17,000 - $17,999		1		1					1		
$16,000 - $16,999		1		1		1					
$15,000 - $15,999						3				1	
$14,000 - $14,999				1							
$13,000 - $13,999	1					1			1	1	
$12,000 - $12,999									1	1	
$11,000 - $11,999				1							
N	66	98	72	95	269	239	55	13	236	216	
Mean Salary	$38,999	$33,436	$86,044	$36,889	$38,400	$35,406	$53,695	$65,279	$37,281	$34,026	

Distribution of Salaries
All Institutions
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SALARY	91	92	93	94
$76,000 - $76,999				1
$75,000 - $75,999			1	
$74,000 - $74,999			1	
$72,000 - $72,999			1	
$70,000 - $70,999	1			2
$69,000 - $69,999				1
$67,000 - $67,999	1			
$66,000 - $66,999				1
$65,000 - $65,999	1			2
$64,000 - $64,999				3
$62,000 - $62,999				1
$60,000 - $60,999	1			3
$59,000 - $59,999			1	2
$58,000 - $58,999	2		1	
$57,000 - $57,999	1		1	1
$56,000 - $56,999	1	1	1	
$55,000 - $55,999	2			1
$54,000 - $54,999	1		1	1
$52,000 - $52,999	4		1	
$51,000 - $51,999	2	1	1	2
$50,000 - $50,999	5	1	1	1
$49,000 - $49,999	6		6	
$48,000 - $48,999	4		2	
$47,000 - $47,999	1		2	
$46,000 - $46,999	6		2	
$45,000 - $45,999	3	1	2	1
$44,000 - $44,999		2		
$43,000 - $43,999	4	1		
$42,000 - $42,999		1	4	
$41,000 - $41,999	3	1	3	1
$40,000 - $40,999	3	2	1	
$39,000 - $39,999		2	4	
$38,000 - $38,999	3	3	1	
$37,000 - $37,999	2		2	
$36,000 - $36,999		2	3	
$35,000 - $35,999	2	3	3	
$34,000 - $34,999		4	3	
$33,000 - $33,999	1	5	4	
$32,000 - $32,999	2	1	4	
$31,000 - $31,999	3	4	2	
$30,000 - $30,999		5	2	
$29,000 - $29,999		4	5	
$28,000 - $28,999	2	6	1	
$27,000 - $27,999	1	5		
$26,000 - $26,999	1	3	1	
$25,000 - $25,999	1	5	2	
$24,000 - $24,999	1	3		
$23,000 - $23,999			1	
$22,000 - $22,999	2	1	1	
$21,000 - $21,999		4		
$20,000 - $20,999	2	3		
$19,000 - $19,999	1	4		
$18,000 - $18,999		1	1	
$17,000 - $17,999	2	1		
$16,000 - $16,999		1		
$15,000 - $15,999	1	1		
N	79	82	73	24
Mean Salary	$42,655	$30,565	$40,566	$60,197

APPENDIX B

Responding Institutions
All Institutions
Page 1

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Academy of the New Church	003228	4-yr	Pri-Rel		PA
Adams State College	001345	4-yr	Public		CO
Adrian College	002234	4-yr	Pri-Rel		MI
Agnes Scott College	001542	4-yr	Pri-Ind		GA
Aiken Technical College	010056	2-yr	Public		SC
Aims Community College	007582	2-yr	Public		CO
Alabama A&M University	001002	Univ	Public		AL
Alabama State University	001005	Univ	Public		AL
Albany Junior College	001543	2-yr	Public		GA
Albany Medical College	002887	Med	Pri-Ind		NY
Albany State College	001544	4-yr	Public		GA
Albertus Magnus College	001374	4-yr	Pri-Rel		CT
Albright College	003229	4-yr	Pri-Rel		PA
Alcorn State University	002396	4-yr	Public		MS
Alfred University	002668	Univ	Pri-Ind		NY
Allentown College of Saint Francis de Sales	003986	4-yr	Pri-Rel		PA
Alma College	002236	4-yr	Pri-Ind		MI
Alpena Community College	002237	2-yr	Public		MI
Alverno College	003832	4-yr	Pri-Ind		WI
Amarillo College	003540	2-yr	Public		TX
American College in Paris	900037	4-yr	Pri-Ind		
American Graduate School of International Management	001070	Other	Pri-Ind		AZ
American University	001434	Univ	Pri-Ind		DC
Amherst College	002115	4-yr	Pri-Ind		MA
Anderson College	001785	4-yr	Pri-Rel		IN
Andover Newton Theological School	002116	Theol	Pri-Ind		MA
Andrews University	002238	Univ	Pri-Rel		MI
Anna Maria College	002117	4-yr	Pri-Ind		MA
Anne Arundel Community College	002058	2-yr	Public	Office	MD
Anoka-Ramsey Community College	002332	2-yr	Public	Campus	MN
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Pri-Ind		MI
Arapahoe Community College	001346	2-yr	Public		CO
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas State University, Main	001090	Univ	Public	Main	AR
Arkansas Tech University	001089	Univ	Public		AR
Armstrong State College	001546	4-yr	Public		GA
Asbury College	001952	4-yr	Pri-Ind		KY
Ashland College	003012	4-yr	Pri-Rel		OH
Asnuntuck Community College	011150	2-yr	Public		CT
Assumption College	002118	4-yr	Pri-Rel		MA
Atlanta Junior College	012165	2-yr	Public	Main	GA
Atlantic Community College	002596	2-yr	Public		NJ
Auburn University, Main	001009	Univ	Public	Main	AL
Auburn University, Montgomery	008310	Univ	Public	Campus	AL
Augusta College	001552	4-yr	Public		GA
Augustana College	001633	4-yr	Pri-Rel		IL
Augustana College	003458	4-yr	Pri-Rel		SD
Aurora College	001634	4-yr	Pri-Rel		IL
Austin Peay State University	003478	Univ	Public	Main	TN
Averett College	003702	4-yr	Pri-Rel		VA
Avila College	002449	4-yr	Pri-Rel		MO
Babson College	002121	4-yr	Pri-Ind		MA
Bacone College	003147	2-yr	Pri-Rel		OK
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Barat College	001635	4-yr	Pri-Ind		IL
Bard College	002671	4-yr	Pri-Ind		NY
Barnard College	002708	4-yr	Pri-Ind		NY
Barrington College	003400	4-yr	Pri-Ind		RI
Barry College	001466	4-yr	Pri-Rel		FL
Bartlesville Wesleyan College	003151	4-yr	Pri-Rel		OK
Bassist College	007819	2-yr	Pri-Ind		OR
Bay De Noc Community College	002240	2-yr	Public		MI
Bay Path Junior College	002122	2-yr	Pri-Ind		MA
Baylor College of Dentistry	004948	Other	Pri-Ind		TX
Baylor University	006967	Univ	Pri-Rel		TX
Beacon College	029026	4-yr	Pri-Ind		DC
Beaver College	003235	4-yr	Pri-Ind		PA
Bellarmine College	001954	4-yr	Pri-Ind		KY
Belleville Area College	001636	2-yr	Public		IL
Bellevue Community College	003769	2-yr	Public		WA
Belmont Technical College	009941	2-yr	Public		OH
Bemidji State University	002336	Univ	Public	Main	MN
Benedictine College	010256	4-yr	Pri-Rel		KS
Bentley College	002124	4-yr	Pri-Ind		MA

Responding Institutions
All Institutions
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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Berea College	001955	4-yr	Pri-Ind		KY
Berkshire Community College	002167	2-yr	Public		MA
Berry College	001554	4-yr	Pri-Ind		GA
Bethany Bible College	001121	4-yr	Pri-Rel		CA
Bethany College	003808	4-yr	Pri-Rel		WV
Bethel College	001787	4-yr	Pri-Rel		IN
Bethel College	001905	4-yr	Pri-Rel		KS
Bethel College and Seminary, System Office	002338	4-yr	Pri-Rel	Office	MN
Biola College	001122	Univ	Pri-Ind		CA
Birmingham Southern College	001012	4-yr	Pri-Rel		AL
Biscayne College	001468	4-yr	Pri-Rel		FL
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College, East	007538	2-yr	Public	Campus	IL
Black Hawk College, Quad Cities	001638	2-yr	Public	Main	IL
Black Hawk College, System Office	008318	2-yr	Public	Office	IL
Black Hills State College	003459	4-yr	Public		SD
Blackburn University	001639	4-yr	Pri-Ind		IL
Bladen Technical College	007987	2-yr	Public		NC
Bloomfield College	002597	4-yr	Pri-Rel	Main	NJ
Bloomsburg State College	003315	4-yr	Public		PA
Blue Mountain Community College	003186	2-yr	Public		OR
Blue Ridge Community College	006819	2-yr	Public	Campus	VA
Bluffton College	003016	4-yr	Pri-Rel		OH
Boise State University	001616	Univ	Public		ID
Bossier Parish Community College	012033	2-yr	Public		LA
Boston College	002128	Univ	Pri-Ind		MA
Boston University	002130	Univ	Pri-Ind		MA
Bowdoin College	002038	4-yr	Pri-Ind		ME
Bowie State College	002062	4-yr	Public		MD
Bowling Green State University, Main	003018	Univ	Public	Main	OH
Bradley University	001641	4-yr	Pri-Ind		IL
Brandeis University	002133	Univ	Pri-Ind		MA
Brandywine College of Widener University	001427	2-yr	Pri-Ind	Campus	DE
Brazosport College	007857	2-yr	Public		TX
Brescia College	001958	4-yr	Pri-Rel		KY
Brevard Community College	001470	2-yr	Public		FL
Briar Cliff College	001846	4-yr	Pri-Rel		IA
Bridgewater College	003704	4-yr	Pri-Rel		VA
Bristol Community College	002176	2-yr	Public		MA
Brookdale Community College	008404	2-yr	Public		NJ
Brookhaven College	029150	2-yr	Public	Campus	TX
Brooklyn Law School	002677	Law	Pri-Ind		NY
Broward Community College	001500	2-yr	Public		FL
Brown University	003401	Univ	Pri-Ind		[illegible]
Brunswick Junior College	001558	2-yr	Public		GA
Bryant College	003402	4-yr	Pri-Ind		RI
Bryn Mawr College	003237	4-yr	Pri-Ind	Main	PA
Bucknell University	003238	4-yr	Pri-Ind		PA
Bucks County Community College	003239	2-yr	Public		PA
Buena Vista College	001847	4-yr	Pri-Rel		IA
Bunker Hill Community College	011210	2-yr	Public		MA
Butler University	001788	Univ	Pri-Ind		IN
Caldwell Community College and Technical Institute	004835	2-yr	Public		NC
California Baptist College	001125	4-yr	Pri-Rel		CA
California College of Arts and Crafts	001127	4-yr	Pri-Ind		CA
California College of Podiatric Medicine	001135	4-yr	Pri-Ind		CA
California Institute of Asian Studies	012154	Other	Pri-Ind		CA
California Institute of the Arts	001132	4-yr	Pri-Ind		CA
California Maritime Academy	001134	4-yr	Public		CA
California Polytechnic State University, San Luis Obispo	001143	Univ	Public	Main	CA
California School of Professional Psychology, San Diego	011117	Med	Pri-Ind	Campus	CA
California State College	003316	4-yr	Public	Main	PA
California State College, Bakersfield	007993	4-yr	Public	Main	CA
California State University, Dominguez Hills	001141	Univ	Public	Campus	CA
Calvin College	002241	4-yr	Pri-Rel		MI
Calvin Theological Seminary	002242	Theol	Pri-Rel		MI
Cameron University	003150	Univ	Public		OK
Campbellsville College	001959	4-yr	Pri-Rel		KY
Cape Cod Community College	002168	2-yr	Public		MA
Capital University	003023	Univ	Pri-Rel		OH
Capitol Institute of Technology	001436	4-yr	Pri-Ind		MD
Cardinal Stritch College	003837	4-yr	Pri-Rel		WI
Carleton College	002340	4-yr	Pri-Ind		MN
Carlow College	003303	4-yr	Pri-Rel		PA
Carnegie-Mellon University	003242	Univ	Pri-Ind		PA
Carroll College	003838	4-yr	Pri-Rel		WI
Carteret Technical College	008081	2-yr	Public		NC

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Carthage College	003839	4-yr	Pri-Rel		WI
Casper College	003928	2-yr	Public		WY
Castleton State College	003683	4-yr	Public	Main	VT
Catawba College	002914	4-yr	Pri-Rel		NC
Catholic Theological Union	009232	Theol	Pri-Rel		IL
Catholic University of America	001437	Univ	Pri-Rel		DC
Cecil Community College	008308	2-yr	Public		MD
Cedar Crest College	003243	4-yr	Pri-Ind		PA
Cedar Valley College	029065	2-yr	Public	Campus	TX
Cedarville College	003025	4-yr	Pri-Rel		OH
Central Christian College of the Bible	029144	4-yr	Pri-Rel		MO
Central College	001908	2-yr	Pri-Ind		KS
Central College of Iowa	001850	4-yr	Pri-Rel		IA
Central Connecticut State College	001378	Univ	Public	Main	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central Ohio Technical College	011046	2-yr	Public		OH
Central Piedmont Community College	002915	2-yr	Public		NC
Central State University	003026	4-yr	Public		OH
Central State University	003152	Univ	Public		OK
Central Technical Community College	029007	2-yr	Public	Office	NE
Central Washington University	003771	Univ	Public		WA
Centralia College	003772	2-yr	Public	Office	WA
Centre College of Kentucky	001961	4-yr	Pri-Ind		KY
Chamberlayne Junior College	002138	2-yr	Pri-Ind		MA
Chaminade University of Honolulu	001605	Univ	Pri-Rel		HI
Champlain College	003684	2-yr	Pri-Ind		VT
Chapman College	001164	4-yr	Pri-Ind		CA
Charles County Community College	002064	2-yr	Public	Main	MD
Charles S. Mott Community College	002261	2-yr	Public	Main	MI
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Chemeketa Community College	003218	2-yr	Public		OR
Chesterfield-Marlboro Technical College	007602	2-yr	Public		SC
Chestnut Hill College	003245	4-yr	Pri-Rel		PA
Christ Seminary-Seminex	012459	Theol	Pri-Rel		MO
Christian Brothers College	003482	4-yr	Pri-Rel		TN
Christopher Newport College	003706	4-yr	Public		VA
Cincinnati Technical College	010345	2-yr	Public		OH
Cisco Junior College	003553	2-yr	Public		TX
City College	013022	4-yr	Pri-Ind	Main	WA
City Colleges of Chicago, City-Wide College	029050	2-yr	Public	Campus	IL
City Colleges of Chicago, Kennedy-King College	001654	2-yr	Public	Campus	IL
City Colleges of Chicago, Loop College	001652	2-yr	Public	Campus	IL
City Colleges of Chicago, Malcolm X College	001650	2-yr	Public	Campus	IL
City Colleges of Chicago, Olive-Harvey College	009767	2-yr	Public	Campus	IL
City Colleges of Chicago, Richard J. Daley College	001649	2-yr	Public	Campus	IL
City Colleges of Chicago, System Office	001647	2-yr	Public	Office	IL
City Colleges of Chicago, Truman College	001648	2-yr	Public	Campus	IL
City Colleges of Chicago, Wright College	001655	2-yr	Public	Campus	IL
City University of New York, Brooklyn College	002687	4-yr	Public	Main	NY
City University of New York, John Jay College of Criminal Justice	002693	4-yr	Public	Campus	NY
City University of New York, Lehman College	007022	4-yr	Public	Campus	NY
City University of New York, Medgar Evers College	010097	2-yr	Public	Campus	NY
City University of New York, Queens College	002690	4-yr	Public	Main	NY
City University of New York, System Office	002686	Univ	Public	Office	NY
Claremore Junior College	003168	2-yr	Public		OK
Clarion State College, Main	009235	4-yr	Public	Main	PA
Clark College	003773	2-yr	Public		WA
Clark County Community College	010362	2-yr	Public	Main	NV
Clark Technical College	004852	2-yr	Public		OH
Clark University	002139	Univ	Pri-Ind		MA
Clarkson College of Technology	002699	4-yr	Pri-Ind		NY
Clayton Junior College	008976	2-yr	Public	Campus	GA
Clemson University	003425	Univ	Public	Office	SC
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Coastal Carolina Community College	008084	2-yr	Public	Main	NC
Coffeyville Community College	001910	2-yr	Public		KS
Colby College	002039	4-yr	Pri-Ind		ME
Colgate University	002701	4-yr	Pri-Ind		NY
College Misericordia	003247	4-yr	Pri-Rel		PA
College of Du Page	006656	2-yr	Public		IL
College of Lake County	007694	2-yr	Public		IL
College of Medicine and Dentistry of New Jersey	002620	Med	Public	Main	NJ
College of Mount Saint Joseph	003033	4-yr	Pri-Rel		OH
College of Mount Saint Vincent	002703	4-yr	Pri-Ind		NY

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College of Notre Dame	001179	4-yr	Pri-Ind		CA
College of Notre Dame of Maryland	002065	4-yr	Pri-Rel		MD
College of Osteopathic Medicine and Health Sciences	001855	Univ	Pri-Ind	Main	IA
College of Our Lady of the Elms	002140	4-yr	Pri-Rel		MA
College of Saint Benedict	002341	4-yr	Pri-Rel		MN
College of Saint Catherine	002342	4-yr	Pri-Rel		MN
College of Saint Joseph the Provider	003685	4-yr	Pri-Ind		VT
College of Saint Rose	002705	4-yr	Pri-Ind		NY
College of Saint Scholastica	002343	4-yr	Pri-Rel		MN
College of Saint Teresa	002344	4-yr	Pri-Ind		MN
College of Saint Thomas	002345	4-yr	Pri-Rel		MN
College of Santa Fe	002649	4-yr	Pri-Rel		NM
College of Steubenville	003036	Univ	Pri-Ind		OH
College of William and Mary	003705	Univ	Public	Main	VA
College of Wooster	003037	4-yr	Pri-Rel		OH
College of the Canyons	008903	2-yr	Public		CA
College of the Holy Cross	002141	4-yr	Pri-Rel		MA
College of the Mainland	007096	2-yr	Pri-Ind		TX
College of the Ozarks	001094	4-yr	Pri-Rel		AR
Colorado College	001347	4-yr	Pri-Ind		CO
Colorado Mountain College	009007	2-yr	Public	Office	CO
Colorado Northwestern Community College	001359	2-yr	Public	Office	CO
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Colorado Technical College	010148	4-yr	Pri-Ind		CO
Columbia Basin Community College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Pri-Ind		SC
Columbia College	002456	4-yr	Pri-Rel		MO
Columbia College	003430	4-yr	Pri-Rel		SC
Columbia State Community College	003483	2-yr	Public		TN
Columbia University, System Office	007963	Univ	Pri-Ind	Office	NY
Columbus College	001561	4-yr	Public		GA
Community College of Allegheny County, Allegheny	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, North	029101	2-yr	Public	Campus	PA
Community College of Allegheny County, South	007184	2-yr	Public	Campus	PA
Community College of Allegheny County, System Office	003231	2-yr	Public	Office	PA
Community College of Baltimore	002061	2-yr	Public		MD
Community College of Delaware County	007110	2-yr	Public		PA
Community College of Denver, System Office	009757	2-yr	Public	Office	CO
Community College of Micronesia	010343	2-yr	Public		TT
Community College of Philadelphia	003249	2-yr	Public		PA
Community College of Rhode Island	003408	2-yr	Public		RI
Concord College	003810	4-yr	Public		WV
Concordia College	002709	4-yr	Pri-Rel		NY
Concordia College	003191	4-yr	Pri-Rel		OR
Concordia College, Moorhead	002346	4-yr	Pri-Rel		MN
Connecticut College	001379	4-yr	Pri-Ind		CT
Cornell University, System Office	007964	Univ	Pri-Ind	Office	NY
Corning Community College	002863	2-yr	Public	Campus	NY
Corpus Christi State University	011161	Univ	Public	Main	TX
County College of Morris	007729	2-yr	Public		NJ
Covenant Theological Seminary	004707	Theol	Pri-Rel		MO
Creighton University	002542	Univ	Pri-Rel		NE
Crosier Seminary Junior College	002349	2-yr	Pri-Rel		MN
Crowley's Ridge College	001095	2-yr	Pri-Rel		AR
Cuesta College	001192	2-yr	Public		CA
Cumberland College	001962	4-yr	Pri-Rel		KY
Cumberland County College	002601	2-yr	Public		NJ
D'Youville College	002712	4-yr	Pri-Ind		NY
Dabney S. Lancaster Community College	004996	2-yr	Public		VA
Dakota State College	003463	4-yr	Public		SD
Dakota Wesleyan University	003461	4-yr	Pri-Rel		SD
Dallas County Community College, System Office	003561	2-yr	Public	Office	TX
Daniel Webster College	004731	4-yr	Pri-Ind		NH
Dartmouth College	002573	4-yr	Pri-Ind		NH
Davis and Elkins College	003811	4-yr	Pri-Rel		WV
Daytona Beach Community College	001475	2-yr	Public		FL
De Paul University	001671	Univ	Pri-Ind		IL
Defiance College	003041	4-yr	Pri-Rel		OH
Del Mar College	003563	2-yr	Public		TX
Delaware Law School of Widener University	900064	Law	Pri-Ind	Campus	DE
Delaware Technical and Community College, System Office	008074	2-yr	Public	Office	DE
Delaware Valley College of Science and Agriculture	003252	4-yr	Pri-Ind		PA
Delgado Community College	004626	2-yr	Public	Office	LA
Delta College	002251	2-yr	Public		MI
Delta State University	002403	Univ	Public		MS

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Denmark Technical College	005363	2-yr	Public		SC
Des Moines Area Community College	008735	2-yr	Public		IA
Diablo Valley College	001191	2-yr	Public	Campus	CA
Dickinson College	003253	4-yr	Pri-Ind		PA
Dickinson School of Law	003254	Law	Pri-Ind		PA
District One Technical Institute	005304	Other	Public		WI
Dixie College	003671	2-yr	Public	Campus	UT
Doane College	002544	4-yr	Pri-Rel		NE
Dordt College	001859	4-yr	Pri-Ind		IA
Drake University	001860	Univ	Pri-Ind		IA
Drew University	002603	Univ	Pri-Ind		NJ
Duquesne University	003258	Univ	Pri-Rel		PA
Dutchess Community College	002864	2-yr	Public		NY
Dyke College	003043	4-yr	Pri-Ind		OH
East Arkansas Community College	012260	2-yr	Public		AR
East Carolina University	002923	Univ	Public	Main	NC
East Central Missouri Junior College	008862	2-yr	Public		MO
East Central Oklahoma State University	003154	Univ	Public		OK
East Los Angeles College	001222	2-yr	Public	Campus	CA
East Stroudsburg State College	003320	4-yr	Public		PA
East Tennessee State University	003487	Univ	Public		TN
East Texas State University	003565	Univ	Public	Main	TX
Eastern Arizona College	001073	2-yr	Public	Main	AZ
Eastern College	003259	4-yr	Pri-Rel		PA
Eastern Connecticut State College	001425	4-yr	Public		CT
Eastern Illinois University	001674	Univ	Public		IL
Eastern Iowa Community College, System Office	004075	2-yr	Public	Office	IA
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Mennonite College	003708	4-yr	Pri-Rel		VA
Eastern Michigan University	002259	Univ	Public		MI
Eastern New Mexico University, Clovis	900052	2-yr	Public	Campus	NM
Eastern New Mexico University, Main	002651	Univ	Public	Main	NM
Eastern New Mexico University, Roswell	002661	2-yr	Public	Campus	NM
Eastern Virginia Medical Authority	010338	Med	Public		VA
Eastern Washington University	003775	Univ	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eastfield College	008510	2-yr	Public	Campus	TX
Eckerd College	001487	4-yr	Pri-Rel		FL
Edgewood College	003848	4-yr	Pri-Rel		WI
Edinboro State College	003321	4-yr	Public		PA
Edison Community College	001477	2-yr	Public		FL
Edison State Community College	012270	2-yr	Public		OH
El Centro College	004453	2-yr	Public	Campus	TX
El Paso County Community College	010387	2-yr	Public		TX
Elizabeth City State University	002926	4-yr	Public		NC
Ellsworth Community College	001862	2-yr	Public	Main	IA
Elmhurst College	001676	4-yr	Pri-Ind		IL
Elmira College	002718	4-yr	Pri-Ind		NY
Emanuel County Junior College	010997	2-yr	Public	Main	GA
Embry-Riddle Aeronautical University	001479	Univ	Pri-Ind	Main	FL
Emmanuel College	002147	4-yr	Pri-Rel		MA
Emmanuel School of Religion	012547	Theol	Pri-Rel		TN
Emory University	001564	Univ	Pri-Ind	Main	GA
Emory and Henry College	003709	4-yr	Pri-Rel		VA
Emporia State University	001927	4-yr	Public		KS
Endicott College	002148	2-yr	Pri-Ind		MA
Ethan Allen Community College	900067	2-yr	Pri-Ind		VT
Evangel College	002463	4-yr	Pri-Rel		MO
Everett Community College	003776	2-yr	Public		WA
Evergreen State College	008155	4-yr	Public		WA
Fairfield University	001385	Univ	Pri-Ind		CT
Fairleigh Dickinson University, Madison	004738	Univ	Pri-Ind	Campus	NJ
Fairleigh Dickinson University, Rutherford	002604	Univ	Pri-Ind	Main	NJ
Fairleigh Dickinson University, System Office	008222	Univ	Pri-Ind	Office	NJ
Fairleigh Dickinson University, Teaneck	002607	Univ	Pri-Ind	Campus	NJ
Faith Baptist Bible College	007121	4-yr	Pri-Rel		IA
Fayetteville State University	002928	Univ	Public	Main	NC
Felician College	001680	2-yr	Pri-Rel		IL
Felician College	002610	4-yr	Pri-Ind		NJ
Ferrum College	003711	4-yr	Pri-Rel		VA
Findlay College	003045	4-yr	Pri-Rel		OH
Fitchburg State College	002184	4-yr	Public	Campus	MA
Florida Agricultural and Mechanical University	001480	Univ	Public	Main	FL
Florida Atlantic University	001481	Univ	Public	Main	FL
Florida Institute of Technology	001469	Univ	Pri-Ind		FL
Florida Junior College, Jacksonville	001484	2-yr	Public	Office	FL
Florida Junior College, Jacksonville-Downtown	900013	2-yr	Public	Campus	FL

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Florida Junior College, Jacksonville-Kent	900010	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-North	900014	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville-South	900015	2-yr	Public	Campus	FL
Florida State University	001489	Univ	Public	Main	FL
Fontbonne College	002464	4-yr	Pri-Rel		MO
Fordham University	002722	Univ	Pri-Ind		NY
Forsyth Technical Institute	005317	2-yr	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Wayne Bible College	001797	4-yr	Pri-Rel		IN
Framingham State College	002185	4-yr	Public		MA
Franklin College of Indiana	001798	4-yr	Pri-Rel		IN
Franklin University	003046	4-yr	Pri-Ind		OH
Franklin and Marshall College	003265	4-yr	Pri-Ind		PA
Frederick Community College	002071	2-yr	Public		MD
Friends Bible College	001917	4-yr	Pri-Rel		KS
Friends University	001918	4-yr	Pri-Ind		KS
Furman University	003434	Univ	Pri-Rel		SC
Gallaudet College	001443	4-yr	Pri-Ind		DC
Galveston College	006662	2-yr	Public		TX
Gannon University	003266	Univ	Pri-Rel		PA
Garrett-Evangelical Theological Seminary	012303	Theol	Pri-Rel		IL
Genesee Community College	006782	2-yr	Public		NY
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Pri-Ind		DC
George Williams College	001683	4-yr	Pri-Ind		IL
Georgetown College	001964	4-yr	Pri-Rel		KY
Georgetown University	001445	Univ	Pri-Rel		DC
Georgia College	001602	4-yr	Public		GA
Georgia Institute of Technology, Main	001569	Univ	Public	Main	GA
Georgia Institute of Technology, Southern Technical Institute	001570	4-yr	Public	Main	GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public		GA
Georgia State University	001574	Univ	Public		GA
Georgian Court College	002608	4-yr	Pri-Rel		NJ
Gettysburg College	003268	4-yr	Pri-Rel		PA
Glen Oaks Community College	002263	2-yr	Public		MI
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Gogebic Community College	002264	2-yr	Public		MI
Golden Gate University	001205	Univ	Pri-Ind		CA
Golden West College	001206	2-yr	Public	Campus	CA
Gonzaga University	003778	Univ	Pri-Rel		WA
Goshen College	001799	4-yr	Pri-Rel		IN
Goucher College	002073	4-yr	Pri-Ind		MD
Governors State University	009145	Univ	Public		IL
Grace College and Seminary	001800	4-yr	Pri-Rel		IN
Graceland College	001866	4-yr	Pri-Rel		IA
Grand Rapids Baptist College and Seminary	002266	4-yr	Pri-Rel		MI
Grand Rapids Junior College	002267	2-yr	Public		MI
Grand Valley State Colleges	002268	4-yr	Public		MI
Grayson County Junior College	003570	2-yr	Public		TX
Greater Hartford Community College	007635	2-yr	Public		CT
Greater New Haven State Technical College	029170	2-yr	Public	Main	CT
Green Mountain College	003687	4-yr	Pri-Ind		VT
Greenfield Community College	002169	2-yr	Public	Campus	MA
Grossmont College, System Office	001208	2-yr	Public	Office	CA
Guilford Technical Institute	004838	2-yr	Public		NC
Gulf Coast Bible College	006942	4-yr	Pri-Rel		TX
Gustavus Adolphus College	002353	4-yr	Pri-Rel		MN
Gwynedd-Mercy College	003270	4-yr	Pri-Rel		PA
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann Medical College and Hospital	003271	Med	Pri-Ind		PA
Hamilton College	002728	4-yr	Pri-Ind		NY
Hampton Institute	003714	4-yr	Pri-Ind		VA
Hanover College	001801	4-yr	Pri-Rel		IN
Harford Community College	002075	2-yr	Public		MD
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartnell College	001209	2-yr	Public		CA
Hartwick College	002729	4-yr	Pri-Ind		NY
Harvard University	002155	Univ	Pri-Ind		MA
Haskell Indian Junior College	010438	2-yr	Public		KS
Haverford College	003274	4-yr	Pri-Rel		PA
Hawkeye Institute of Technology	004595	2-yr	Public		IA
Haywood Technical College	008083	2-yr	Public		NC
Heidelberg College	003048	4-yr	Pri-Rel		OH
Henderson County Junior College	003572	2-yr	Public	Office	TX

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Hendrix College	001099	4-yr	Pri-Rel		AR
Highland Community College	001681	2-yr	Public		IL
Highland Park Community College	002271	2-yr	Public		MI
Highline Community College	003781	2-yr	Public		WA
Hilbert College	002735	2-yr	Pri-Ind		NY
Hill Junior College	003573	2-yr	Public		TX
Hinds Junior College	002407	2-yr	Public		MS
Hiram College	003049	4-yr	Pri-Rel		OH
Hiwassee College	003494	2-yr	Pri-Rel		TN
Hobart-William Smith Colleges	002731	4-yr	Pri-Ind		NY
Hollins College	003715	4-yr	Pri-Ind		VA
Holy Names College	001183	4-yr	Pri-Ind		CA
Hood College	002076	4-yr	Pri-Ind		MD
Hope College	002273	4-yr	Pri-Rel		MI
Housatonic Regional Community College	004513	2-yr	Public		CT
Houston Baptist University	003576	Univ	Pri-Rel		TX
Houston Community College	010633	2-yr	Public		TX
Howard College, Big Spring	003574	2-yr	Public		TX
Howard Community College	008175	2-yr	Public		MD
Howard Payne University	003575	Univ	Pri-Rel		TX
Hudson Valley Community College	002868	2-yr	Public		NY
Huntington College	001803	4-yr	Pri-Rel		IN
Huron College	003464	4-yr	Pri-Rel		SD
Husson College	002043	4-yr	Pri-Ind		ME
Huston-Tillotson College	003577	4-yr	Pri-Rel		TX
Hutchinson Community College	001923	2-yr	Public		KS
Idaho State University	001620	Univ	Public		ID
Illinois Benedictine College	001767	4-yr	Pri-Rel		IL
Illinois Central College	006753	2-yr	Public		IL
Illinois College	001688	4-yr	Pri-Rel		IL
Illinois College of Podiatric Medicine	001690	Med	Pri-Ind		IL
Illinois Institute of Technology	001691	Univ	Pri-Ind		IL
Illinois State University	001692	Univ	Public		IL
Illinois Wesleyan University	001696	Univ	Pri-Ind		IL
Immaculata College	003276	4-yr	Pri-Ind		PA
Indian Hills Community College	008736	2-yr	Public		IA
Indian River Community College	001493	2-yr	Public		FL
Indiana Central University	001804	Univ	Pri-Rel		IN
Indiana State University, Main	009563	4-yr	Public	Main	IN
Indiana University of Pennsylvania	008810	4-yr	Public		PA
Indiana University, Bloomington	001809	Univ	Public	Campus	IN
Indiana University, South Bend	001816	Univ	Public	Campus	IN
Indiana University, System Office	008002	Univ	Public	Office	IN
Indiana University-Purdue University, Fort Wayne	001812	Univ	Public	Campus	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Main	IN
Indiana Vocational Technical College, System Office	009916	2-yr	Public	Office	IN
Institute for Advanced Study	900045	Other	Pri-Ind		NJ
Institute of Paper Chemistry	005010	Other	Pri-Ind		WI
Iona College	002737	4-yr	Pri-Ind		NY
Iowa State University	001869	Univ	Public	Office	IA
Iowa Western Community College	008739	2-yr	Public		IA
Isothermal Community College	002934	2-yr	Public		NC
Ithaca College	002739	4-yr	Pri-Ind		NY
J. Sargeant Reynolds Community College, Downtown	900057	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, Parham Road	900056	2-yr	Public	Campus	VA
J. Sargeant Reynolds Community College, System Office	003759	2-yr	Public	Office	VA
J. Sargeant Reynolds Community College, Western Center	900055	2-yr	Public	Campus	VA
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public		TN
Jacksonville State University	001020	Univ	Public		AL
Jacksonville University	001495	Univ	Pri-Ind		FL
James Madison University	003721	Univ	Public		VA
Jarvis Christian College	003637	4-yr	Pri-Rel		TX
Jefferson Community College	002870	2-yr	Public		NY
Jefferson State Junior College	001022	2-yr	Public		AL
Jefferson Technical College	007275	2-yr	Public		OH
John B. Stetson University	001531	Univ	Pri-Rel		FL
John Brown University	001100	4-yr	Pri-Ind		AR
John Carroll University	003050	Univ	Pri-Rel		OH
John F. Kennedy University	004484	Univ	Pri-Ind		CA
Johns Hopkins University	002077	Univ	Pri-Ind		MD
Johnson County Community College	008244	2-yr	Public		KS
Johnson State College	003688	4-yr	Public	Campus	VT
Kalamazoo College	002275	4-yr	Pri-Rel		MI
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007960	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Pri-Ind		MO

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Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas Newman College	001939	4-yr	Pri-Rel		KS
Kansas State University	001928	Univ	Public		KS
Kansas Technical Institute	004611	2-yr	Public		KS
Kansas Wesleyan	001929	4-yr	Pri-Rel		KS
Kaskaskia College	001701	2-yr	Public		IL
Kearney State College	002551	4-yr	Public		NE
Keene State College	002590	4-yr	Public	Campus	NH
Kellogg Community College	002276	2-yr	Public		MI
Kemper Military School and College	002475	2-yr	Pri-Ind		MO
Kennesaw College	001577	4-yr	Public		GA
Kent State University, Main	003051	Univ	Public	Main	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Pri-Rel		KY
Kenyon College	003065	4-yr	Pri-Ind		OH
Keuka College	002744	4-yr	Pri-Ind		NY
Keystone Junior College	003280	2-yr	Pri-Ind		PA
King College	003496	4-yr	Pri-Rel		TN
King's College	002745	4-yr	Pri-Ind		NY
King's College	003282	4-yr	Pri-Ind		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kirtland Community College	007171	2-yr	Public		MI
Kishwaukee College	007684	2-yr	Public		IL
La Roche College	003987	4-yr	Pri-Rel		PA
La Salle College	003287	4-yr	Pri-Ind		PA
Laboure Junior College	006324	2-yr	Pri-Rel		MA
Lafayette College	003284	4-yr	Pri-Ind		PA
Lake Forest College	001706	4-yr	Pri-Ind		IL
Lake Forest School of Management	029244	Other	Pri-Ind		IL
Lake Michigan College	002277	2-yr	Public		MI
Lake Region Junior College	002991	2-yr	Public		ND
Lake Superior State College	002293	4-yr	Public		MI
Lake Tahoe Community College	012907	2-yr	Public		CA
Lake-Sumter Community College	001502	2-yr	Public		FL
Lakeland College	003854	4-yr	Pri-Rel		WI
Lakeland Community College	006804	2-yr	Public		OH
Lakeshore Technical Institute	005297	Other	Public		WI
Lamar Community College	001355	2-yr	Public		CO
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public		OR
Langston University	003157	4-yr	Public	Main	OK
Lansing Community College	002278	2-yr	Public		MI
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Other	Public	Campus	TX
Lawrence University	003856	4-yr	Pri-Ind		WI
Le Moyne College	002748	4-yr	Pri-Ind		NY
Lees Junior College	001970	2-yr	Pri-Rel		KY
Lees-McRae College	002939	2-yr	Pri-Rel		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Pri-Ind		PA
Lenoir-Rhyne College	002941	4-yr	Pri-Rel		NC
Lewis University	001707	Univ	Pri-Rel		IL
Lewis and Clark College	003197	4-yr	Pri-Ind		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lincoln College	001709	2-yr	Pri-Ind	Main	IL
Lincoln University	003290	4-yr	Public		PA
Lincoln University	006975	Univ	Pri-Ind		CA
Lindsey Wilson College	001972	2-yr	Pri-Rel		KY
Livingston University	001024	Univ	Public		AL
Livingstone College	002942	4-yr	Pri-Rel		NC
Lock Haven State College	003323	4-yr	Public	Main	PA
Loma Linda University	001218	Univ	Pri-Rel		CA
Longview Community College	009140	2-yr	Public	Campus	MO
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loras College	001873	4-yr	Pri-Rel		IA
Loretto Heights College	001356	4-yr	Pri-Ind		CO
Los Angeles Community College, System Office	001221	2-yr	Public	Office	CA
Los Angeles Trade-Technical College	001227	2-yr	Public	Main	CA
Louisiana State University, Agricultural and Mechanical College	002010	Univ	Public	Campus	LA
Louisiana State University, System Office	002009	Univ	Public	Office	LA
Louisville Presbyterian Theological Seminary	001974	Theol	Pri-Rel		KY
Lower Columbia College	003782	2-yr	Public		WA
Loyola College	002078	4-yr	Pri-Rel		MD
Loyola Marymount University	011649	Univ	Pri-Ind	Main	CA
Loyola University	002016	Univ	Pri-Rel		LA
Loyola University of Chicago	001710	Univ	Pri-Rel		IL

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lutheran Theological Seminary, Philadelphia	003292	Theol	Pri-Rel		PA
Lutheran Theological Southern Seminary	003437	Theol	Pri-Rel		SC
Lyndon State College	003689	4-yr	Public	Campus	VT
MacMurray College	001717	4-yr	Pri-Rel		IL
Macalester College	002358	4-yr	Pri-Ind		MN
Macomb Community College, System Office	002281	2-yr	Public	Office	MI
Madison Area Technical College	004007	Other	Public	Main	WI
Madonna College	002282	4-yr	Pri-Ind		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Malone College	003072	4-yr	Pri-Rel		OH
Manatee Junior College	001504	2-yr	Public		FL
Manhattan College	002758	4-yr	Pri-Ind		NY
Manhattan School of Music	002759	Other	Pri-Ind		NY
Manhattanville College	002760	4-yr	Pri-Ind		NY
Mankato State University	002360	Univ	Public	Campus	MN
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Maria Regina College	002764	2-yr	Pri-Rel		NY
Marian College	001821	4-yr	Pri-Rel		IN
Maricopa County Community College, System Office	001075	2-yr	Public	Office	AZ
Marietta College	003073	4-yr	Pri-Ind		OH
Marion Technical College	010736	2-yr	Public		OH
Marist College	002765	4-yr	Pri-Ind		NY
Marquette University	003863	Univ	Pri-Rel		WI
Marshall University	003815	Univ	Public		WV
Martin College	003504	2-yr	Pri-Rel		TN
Mary Baldwin College	003723	4-yr	Pri-Rel		VA
Mary Washington College	003746	4-yr	Public		VA
Marycrest College	001876	4-yr	Pri-Rel		IA
Marygrove College	002284	4-yr	Pri-Rel		MI
Marymount College of Kansas	001932	4-yr	Pri-Rel		KS
Marymount Manhattan College	002769	4-yr	Pri-Ind		NY
Marymount Palos Verdes College	010474	2-yr	Pri-Ind		CA
Maryville College	003505	4-yr	Pri-Rel		TN
Maryville College, Saint Louis	002482	4-yr	Pri-Ind		MO
Marywood College	003296	4-yr	Pri-Ind		PA
Massachusetts Institute of Technology	002178	Univ	Pri-Ind		MA
Massasoit Community College	002177	2-yr	Public		MA
Mattatuck Community College	006982	2-yr	Public	Main	CT
Mayland Technical College	011197	2-yr	Public		NC
Mayville State College	002993	4-yr	Public		ND
McCook Community College	002552	2-yr	Public		NE
McCormick Theological Seminary	001721	Theol	Pri-Rel		IL
McHenry County College	007691	2-yr	Public		IL
McIntosh College	004730	2-yr	Pri-Ind		NH
McKendree College	001722	4-yr	Pri-Rel	Main	IL
McNeese State University	002017	Univ	Public	Main	LA
McPherson College	001933	4-yr	Pri-Rel		KS
Medaille College	002777	4-yr	Pri-Ind		NY
Medical College of Georgia	001579	Med	Public	Campus	GA
Medical College of Wisconsin	008296	Med	Pri-Ind		WI
Medical University of South Carolina	003438	Med	Public		SC
Memphis State University	003509	Univ	Public		TN
Mendocino College	011672	2-yr	Public		CA
Mennonite Brethren Biblical Seminary	010368	Theol	Pri-Rel		CA
Mercer County Community College	004740	2-yr	Public	Main	NJ
Mercer University, System Office	008000	Univ	Pri-Rel	Office	GA
Mercy College of Detroit	002286	4-yr	Pri-Rel		MI
Mercyhurst College	003297	4-yr	Pri-Rel		PA
Meredith College	002945	4-yr	Pri-Rel		NC
Merrimac Valley College	900058	2-yr	Public	Campus	NH
Merrimack College	002120	4-yr	Pri-Rel		MA
Mesa College	001358	4-yr	Public		CO
Methodist College	002946	4-yr	Pri-Rel		NC
Metropolitan Community Colleges, System Office	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Other	Public		MN
Metropolitan Technical Community College	012586	2-yr	Public	Office	NE
Miami Christian College	012314	4-yr	Pri-Ind		FL
Miami-Dade Community College	001506	2-yr	Public	Office	FL
Michigan State University	002290	Univ	Public		MI
Michigan Technological University	002292	Univ	Public		MI
Mid Michigan Community College	006768	2-yr	Public		MI
Mid-Plains Community College Area, System Office	029006	2-yr	Public	Office	NE
Mid-State Technical Institute	005380	2-yr	Public	Office	WI
Middle Tennessee State University	003510	Univ	Public		TN
Middlesex County College	002615	2-yr	Public		NJ
Midland College	009797	2-yr	Public		TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Midlands Technical College	003993	2-yr	Public		SC
Midway College	001975	2-yr	Pri-Ind		KY
Midwestern State University	003592	4-yr	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville State College	003325	4-yr	Public		PA
Millikin University	001724	Univ	Pri-Ind		IL
Millsaps College	002414	4-yr	Pri-Rel		MS
Milwaukee Institute of Art and Design	029113	4-yr	Pri-Ind		WI
Minneapolis College of Art and Design	002365	4-yr	Pri-Ind		MN
Minnesota Bible College	002366	4-yr	Pri-Rel		MN
Minot State College	002994	4-yr	Public		ND
Mira Costa Community College	001239	2-yr	Public		CA
Mississippi County Community College	012860	2-yr	Public		AR
Mississippi Gulf Coast Junior College, Jackson County	002418	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Jefferson Davis	002419	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, Perkinston	002420	2-yr	Public	Main	MS
Mississippi Gulf Coast Junior College, System Office	008021	2-yr	Public	Office	MS
Mississippi State University	002423	Univ	Public		MS
Missouri Baptist College	007540	4-yr	Pri-Rel		MO
Missouri Southern State College	002488	4-yr	Public		MO
Missouri Western State College	002490	4-yr	Public		MO
Mohawk Valley Community College	002871	2-yr	Public		NY
Mohegan Community College	009765	2-yr	Public	Main	CT
Molloy College	002775	4-yr	Pri-Ind		NY
Monmouth College	002616	4-yr	Pri-Ind		IL
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Main	MT
Montana State University	002532	Univ	Public		MT
Montana University, System Office	029072	Univ	Public	Office	MT
Montcalm Community College	002295	2-yr	Public		MI
Montclair State College	002617	4-yr	Public	Main	NJ
Monterey Institute of International Studies	001241	Other	Pri-Ind		CA
Monterey Peninsula College	001242	2-yr	Public		CA
Montgomery College, System Office	006911	2-yr	Public	Office	MD
Montreat-Anderson College	002948	2-yr	Pri-Rel		NC
Moraine Park Vocational, Technical, and Adult Education, System Office	009256	2-yr	Public	Office	WI
Moraine Valley Community College	007692	2-yr	Public		IL
Moravian College	003301	4-yr	Pri-Rel		PA
Morehead State University	001976	Univ	Public		KY
Morgan Community College	009981	2-yr	Public		CO
Morningside College	001879	4-yr	Pri-Rel		IA
Motlow State Community College	006836	2-yr	Public		TN
Mount Hood Community College	003204	2-yr	Public		OR
Mount Mary College	003869	4-yr	Pri-Ind		WI
Mount Mercy College	001880	4-yr	Pri-Rel		IA
Mount Saint Mary's College	002086	4-yr	Pri-Rel		MD
Mount Vernon College	001452	4-yr	Pri-Ind		DC
Mountain View College	008503	2-yr	Public	Main	TX
Muhlenberg College	003304	4-yr	Pri-Rel		PA
Muskegon Business College	002296	2-yr	Pri-Ind		MI
Muskingum Area Technical College	008133	2-yr	Public		OH
Nashotah House	003874	Theol	Pri-Rel		WI
Nashville State Technical Institute	008145	2-yr	Public		TN
Nassau Community College	002873	2-yr	Public		NY
National University	011460	Univ	Pri-Ind		CA
Nazarene Theological Seminary	002494	Theol	Pri-Rel		MO
Nazareth College, Rochester	002779	4-yr	Pri-Ind		NY
Nebraska Wesleyan University	002555	4-yr	Pri-Rel		NE
Nebraska Western College	002560	2-yr	Public	Office	NE
Neumann College	003988	4-yr	Pri-Rel		PA
New Brunswick Theological Seminary	002619	Theol	Pri-Rel		NJ
New England College	002579	4-yr	Pri-Ind		NH
New Hampshire College	002580	4-yr	Pri-Ind		NH
New Hampshire Vocational-Technical College, Claremont	007560	2-yr	Public		NH
New Mexico Highlands University	002653	Univ	Public		NM
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico Junior College	002655	2-yr	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University, Main	002657	Univ	Public	Main	NM
New River Community College	005223	2-yr	Public	Main	VA
New School of Music	011146	4-yr	Pri-Ind		PA
Newberry College	003440	4-yr	Pri-Rel		SC
Niagara County Community College	002874	2-yr	Public		NY
Niagara University	002788	Univ	Pri-Rel		NY
Nicolet College and Technical Institute	008919	2-yr	Public		WI
North Adams State College	002187	4-yr	Public		MA

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North Carolina Agricultural and Technical State University	002905	Univ	Public		NC
North Carolina State Department of Community Colleges	900068	2-yr	Public	Office	NC
North Carolina State University, Raleigh	002972	Univ	Public	Campus	NC
North Carolina Wesleyan College	002951	4-yr	Pri-Rel		NC
North Central Technical College	005313	2-yr	Public		OH
North Country Community College	007111	2-yr	Public		NY
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University, Bottineau	002995	2-yr	Public	Campus	ND
North Dakota State University, Main	009265	Univ	Public	Main	ND
North Florida Junior College	001508	2-yr	Public		FL
North Hennepin Community College	002370	2-yr	Public	Campus	MN
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Park College and Theological Seminary	001735	Theol	Pri-Rel		IL
North Shore Community College	002173	2-yr	Public		MA
North Texas State University	003594	Univ	Public		TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Iowa Technical Institute	004587	Other	Public	Office	IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Bible College	002623	4-yr	Pri-Ind		NJ
Northeastern Illinois University	001693	4-yr	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Ohio Universities, College of Medicine	029045	Med	Public		OH
Northeastern Oklahoma State University	003161	4-yr	Public		OK
Northeastern University	002199	Univ	Pri-Ind		MA
Northern Illinois University	001737	Univ	Public		IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Maine Vocational Technical Institute	005760	Other	Public		ME
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public		MT
Northern Nevada Community College	006977	2-yr	Public		NV
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public	Office	VA
Northlake College	029066	2-yr	Public	Main	TX
Northrop University	001248	Univ	Pri-Ind		CA
Northwest Bible College	002998	4-yr	Pri-Rel		ND
Northwest Missouri State University	002496	Univ	Public		MO
Northwestern College of Chiropractic	012328	Other	Pri-Ind		MN
Northwestern Connecticut Community College	001398	2-yr	Public	Main	CT
Northwestern University	001739	Univ	Pri-Ind		IL
Norwalk Community College	001399	2-yr	Pri-Rel		CT
Norwalk State Technical College	001400	2-yr	Public		CT
Norwich University, Main	003692	4-yr	Pri-Ind	Main	VT
Notre Dame College	002584	4-yr	Pri-Rel		NH
Oakland Community College	008760	2-yr	Public		MI
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Pri-Ind		OH
Ocean County College	002624	2-yr	Public		NJ
Ohio College of Podiatric Medicine	003088	Other	Pri-Ind		OH
Ohio Northern University	003089	Univ	Pri-Rel		OH
Ohio University, Main	003100	Univ	Public	Main	OH
Oklahoma Christian College	003165	4-yr	Pri-Rel		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Med	Public		OK
Oklahoma State University, Main	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Onondaga Community College	002875	2-yr	Public	Campus	NY
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Oregon State System of Higher Education	009190	Other	Public	Office	OR
Otero Junior College	001362	2-yr	Public		CO
Our Lady of Holy Cross College	002023	4-yr	Pri-Rel		LA
Pacific Christian College	001252	4-yr	Pri-Rel		CA
Pacific Lutheran University	003785	Univ	Pri-Rel		WA
Pacific University	003212	Univ	Pri-Rel		OR
Paine College	001587	4-yr	Pri-Rel		GA
Palm Beach Junior College	001512	2-yr	Public		FL
Palmer College of Chiropractic	012300	Other	Pri-Ind		IA
Palo Verde College	001259	2-yr	Public		CA
Palomar College	001260	2-yr	Public		CA
Pan American University	003599	Other	Public	Campus	TX
Parkersburg Community College	003828	2-yr	Public		WV
Parkland College	007118	2-yr	Public		IL
Parsons School of Design	002793	Univ	Pri-Ind		NY
Passaic County Community College	009994	2-yr	Public		NJ
Paul D. Camp Community College	009159	2-yr	Public		VA
Paul Quinn College	003602	4-yr	Pri-Rel		TX

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Paul Smith's College of Arts and Sciences	002795	2-yr	Pri-Ind		NY
Peace College	002953	2-yr	Pri-Rel		NC
Peirce Junior College	003309	2-yr	Pri-Ind		PA
Penn Technical Institute	900066	4-yr	Pri-Ind		PA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania College of Optometry	003311	Other	Pri-Ind		PA
Pennsylvania State University, System Office	003329	Univ	Public	Office	PA
Pensacola Junior College	001513	2-yr	Public		FL
Pepperdine University	001264	Univ	Pri-Rel	Main	CA
Peralta Community Colleges, System Office	001265	2-yr	Public	Office	CA
Peru State College	002559	4-yr	Public		NE
Philadelphia College of Textiles and Science	003354	4-yr	Pri-Ind		PA
Philadelphia College of the Bible	003351	4-yr	Pri-Ind		PA
Piedmont Virginia Community College	009928	2-yr	Public	Main	VA
Pikes Peak Community College	008896	2-yr	Public		CO
Pima Community College	007266	2-yr	Public	Office	AZ
Pioneer Community College	029029	2-yr	Public	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Plymouth State College	002591	4-yr	Public	Main	NH
Point Loma College	001262	4-yr	Pri-Rel		CA
Point Park College	003357	4-yr	Pri-Ind		PA
Polk Community College	001514	2-yr	Public		FL
Portland Community College	003213	2-yr	Public		OR
Post College	001401	4-yr	Pri-Ind		CT
Potomac State College	003829	2-yr	Public	Campus	WV
Pratt Institute	002798	4-yr	Pri-Ind		NY
Presbyterian College	003445	4-yr	Pri-Rel		SC
Prince George's Community College	002089	2-yr	Public		MD
Princeton Theological Seminary	002626	Theol	Pri-Rel		NJ
Princeton University	002627	Univ	Pri-Ind		NJ
Principia College	001744	4-yr	Pri-Ind		IL
Providence College	003406	4-yr	Pri-Ind		RI
Pueblo Vocational Community College	029166	2-yr	Public		CO
Puget Sound College of the Bible	029046	4-yr	Pri-Rel		WA
Purdue University, Calumet	001827	Univ	Public	Campus	IN
Purdue University, West Lafayette	001825	Univ	Public	Main	IN
Quincy College	001745	4-yr	Pri-Rel		IL
Quinebaug Valley Community College	001530	2-yr	Public	Campus	CT
Quinnipiac College	001402	4-yr	Pri-Ind		CT
Rainy River Community College	006775	2-yr	Public		MN
Ramapo College of New Jersey	009344	4-yr	Public		NJ
Rappahannock Community College	009160	2-yr	Public	Campus	VA
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Pri-Ind		OR
Regis College	001363	4-yr	Pri-Rel		CO
Regis College	002206	4-yr	Pri-Ind		MA
Rensselaer Polytechnic Institute	002803	Univ	Pri-Ind		NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Pri-Ind	Main	RI
Richland College	008504	2-yr	Public	Main	TX
Richmond Technical College	005464	2-yr	Public		NC
Rider College	002628	4-yr	Pri-Ind		NJ
Rio Grande College	003116	4-yr	Pri-Ind		OH
Rio Hondo College	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Pri-Ind		WI
Rivier College	002586	4-yr	Pri-Rel		NH
Roanoke College	003736	4-yr	Pri-Rel		VA
Roanoke-Chowan Technical College	008613	2-yr	Public		NC
Rochester Institute of Technology	002806	Univ	Pri-Ind		NY
Rock Valley College	001747	2-yr	Public		IL
Rockhurst College	002499	4-yr	Pri-Rel		MO
Rockmont College	009401	4-yr	Pri-Ind		CO
Roger Williams College, System Office	003410	4-yr	Pri-Ind	Office	RI
Rogue Community College	010182	2-yr	Public		OR
Rollins College	001515	4-yr	Pri-Ind		FL
Roosevelt University	001749	Univ	Pri-Ind		IL
Rosary College	001750	4-yr	Pri-Rel		IL
Rose-Hulman Institute of Technology	001830	Univ	Pri-Ind		IN
Rowan Technical College	005754	2-yr	Public		NC
Russell Sage College, Main	002810	4-yr	Pri-Ind	Main	NY
Rust College	002433	4-yr	Pri-Rel		MS
Rutgers, State University of New Jersey, Newark	002631	Univ	Public	Campus	NJ
Rutgers, State University of New Jersey, System Office	002629	Univ	Public	Office	NJ
Rutledge College, Charlotte	900065	2-yr	Pri-Ind	Main	NC
Sacred Heart School of Theology	029114	Theol	Pri-Rel		WI
Sacred Heart University	001403	Univ	Pri-Ind		CT
Saginaw Valley State College	002314	4-yr	Public		MI

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Saint Andrew's Presbyterian College	002967	4-yr	Pri-Rel		NC
Saint Bonaventure University	002817	Univ	Pri-Rel		NY
Saint Catharine College	001983	2-yr	Pri-Rel		KY
Saint Clair County Community College	002310	2-yr	Public		MI
Saint Cloud State University	002377	Univ	Public	Main	MN
Saint Edward's University	003621	4-yr	Pri-Rel		TX
Saint Francis College	002820	4-yr	Pri-Ind		NY
Saint Francis College	003366	4-yr	Pri-Rel		PA
Saint John Fisher College	002821	4-yr	Pri-Ind		NY
Saint John's College, Main	002092	4-yr	Pri-Ind		MD
Saint John's College, Santa Fe	002093	4-yr	Pri-Ind	Campus	NM
Saint John's University	002823	Univ	Pri-Rel		NY
Saint Johns River Community College	001523	2-yr	Public		FL
Saint Joseph College	001409	4-yr	Pri-Ind		CT
Saint Joseph's College	001833	4-yr	Pri-Rel		IN
Saint Joseph's College, New York	002825	4-yr	Pri-Ind		NY
Saint Joseph's University	003367	Univ	Pri-Rel		PA
Saint Lawrence University	002829	Univ	Pri-Ind		NY
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis Community College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, System Office	002469	2-yr	Public	Office	MO
Saint Louis University, Main	002506	Univ	Pri-Rel	Main	MO
Saint Martin's College	003794	4-yr	Pri-Rel	Main	WA
Saint Mary's College	001836	4-yr	Pri-Rel		IN
Saint Mary's College	002321	4-yr	Pri-Ind		MI
Saint Mary's College	002380	4-yr	Pri-Rel		MN
Saint Mary's College of California	001302	4-yr	Pri-Rel		CA
Saint Mary's College of Maryland	002095	4-yr	Public		MD
Saint Mary's College, O'Fallon	002507	2-yr	Pri-Rel		MO
Saint Mary's Dominican College	002028	4-yr	Pri-Rel		LA
Saint Mary's University, San Antonio	003623	Univ	Pri-Rel		TX
Saint Meinrad College	001837	4-yr	Pri-Rel		IN
Saint Michael's College	003694	4-yr	Pri-Rel		VT
Saint Norbert College	003892	4-yr	Pri-Rel		WI
Saint Paul Seminary	002384	Theol	Pri-Rel		MN
Saint Paul's College	002510	2-yr	Pri-Rel		MO
Saint Peter's College	002638	4-yr	Pri-Ind		NJ
Saint Petersburg Junior College	001528	2-yr	Public	Office	FL
Saint Thomas Aquinas College	002832	4-yr	Pri-Ind		NY
Salem College	002960	4-yr	Pri-Rel		NC
Salem State College	002188	4-yr	Public	Main	MA
Salish Kootenai Community College	029224	2-yr	Pri-Ind	Office	MT
Sam Houston State University	003606	Univ	Public		TX
San Antonio Community College, System Office	003607	2-yr	Public	Office	TX
San Diego State University	001151	Univ	Public	Main	CA
San Fernando Valley College of Law	012631	Law	Pri-Ind		CA
San Joaquin Delta College	001280	2-yr	Public		CA
San Jose Community College, System Office	029042	2-yr	Public	Office	CA
Sangamon State University	009333	Univ	Public		IL
Santa Ana College	001284	2-yr	Public		CA
Sauk Valley College	001752	2-yr	Public		IL
Scarritt College	003515	Other	Pri-Rel		TN
Schenectady County Community College	006785	2-yr	Public	Campus	NY
School for International Training	008860	Other	Pri-Ind	Main	VT
School of the Art Institute of Chicago	001753	4-yr	Pri-Ind		IL
Schoolcraft College	002315	2-yr	Public		MI
Seabury-Western Theological Seminary	001754	Theol	Pri-Ind		IL
Seattle Community College, System Office	010106	2-yr	Public	Office	WA
Seattle University	003790	Univ	Pri-Rel		WA
Seminole Community College	001520	2-yr	Public		FL
Seton Hill College	003362	4-yr	Pri-Rel		PA
Seward County Community College	008228	2-yr	Public		KS
Shawnee State Community College	012748	2-yr	Public		OH
Shelby State Community College	010439	2-yr	Public		TN
Shepherd College	003822	4-yr	Public		WV
Sheridan College	003930	2-yr	Public		WY
Shippensburg State College	003326	4-yr	Public		PA
Siena College	002816	4-yr	Pri-Ind		NY
Siena Heights College	002316	4-yr	Pri-Rel		MI
Sierra College	001290	2-yr	Public		CA
Silver Lake College	003850	4-yr	Pri-Rel		WI
Simpson College	001887	4-yr	Pri-Ind		IA
Sinclair Community College	003119	2-yr	Public		OH
Skidmore College	002814	4-yr	Pri-Ind		NY
Slippery Rock State College	003327	4-yr	Public		PA
Snead State Junior College	001038	2-yr	Public		AL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Somerset County College	007731	2-yr	Public		NJ
Sonoma State University	001156	Univ	Public	Campus	CA
South Central Community College	008037	2-yr	Public		CT
South Dakota State University	003471	Univ	Public		SD
South Oklahoma City Junior College	010391	2-yr	Public		OK
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Community College	002964	2-yr	Public		NC
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University, Main	001107	Univ	Public	Main	AR
Southern California College of Optometry	001230	Other	Pri-Ind		CA
Southern Connecticut State College	001406	4-yr	Public	Main	CT
Southern Illinois University, Carbondale	001758	Univ	Public	Main	IL
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Maine Vocational and Technical Institute	005525	2-yr	Public		ME
Southern Methodist University	003613	Univ	Pri-Rel		TX
Southern Oregon State College	003219	4-yr	Public	Campus	OR
Southern State Community College	012870	2-yr	Public		OH
Southern Vermont College	003693	4-yr	Pri-Ind		VT
Southwest Missouri State University	002503	Univ	Public		MO
Southwest State University	002375	Univ	Public		MN
Southwest Texas State University	003615	Univ	Public		TX
Southwest Virginia Community College	007260	2-yr	Public		VA
Southwest Wisconsin Vocational-Technical Institute	007669	2-yr	Public		WI
Southwestern Assemblies of God College	003616	4-yr	Pri-Rel		TX
Southwestern Baptist Theological Seminary	003617	Theol	Pri-Rel		TX
Southwestern Michigan College	002317	2-yr	Public		MI
Southwestern Oklahoma State University	003181	Univ	Public		OK
Southwestern Oregon Community College	003220	2-yr	Public		OR
Southwestern University	003620	Univ	Pri-Rel		TX
Southwestern, Memphis	003519	4-yr	Pri-Rel		TN
Spalding College	001960	4-yr	Pri-Ind		KY
Spelman College	001594	4-yr	Pri-Ind		GA
Spoon River College	001643	2-yr	Public		IL
Spring Arbor College	002318	4-yr	Pri-Rel		MI
Spring Garden College	003363	4-yr	Pri-Ind		PA
Springfield College	002211	4-yr	Pri-Ind		MA
Springfield College in Illinois	001761	2-yr	Pri-Ind		IL
Stanford University	001305	Univ	Pri-Ind		CA
Stark Technical College	010881	2-yr	Public		OH
State Center Community College, System Office	001306	2-yr	Public	Office	CA
State Community College	009332	2-yr	Public		IL
State University and Community College System, Tennessee	029031	Univ	Public	Office	TN
State University of New York Agricultural and Technical College, Alfred	002854	2-yr	Public	Main	NY
State University of New York Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College of Environmental Science and Forestry	002851	Other	Public	Campus	NY
State University of New York College of Technology, Utica-Rome	006792	Other	Public	Main	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Buffalo	002842	Univ	Public	Main	NY
State University of New York College, Cortland	002843	4-yr	Public	Main	NY
State University of New York College, Fredonia	002844	4-yr	Public	Main	NY
State University of New York College, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York College, Oneonta	002847	4-yr	Public	Main	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York College, Potsdam	002850	4-yr	Public	Main	NY
State University of New York, Albany	002835	Univ	Public	Main	NY
State University of New York, Binghamton	002836	Univ	Public	Campus	NY
State University of New York, College of Optometry	009929	Other	Public		NY
State University of New York, Downstate Medical Center	002839	Med	Public	Campus	NY
State University of New York, Empire State College	010286	4-yr	Public	Campus	NY
State University of New York, Stony Brook	002838	Univ	Public	Campus	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Pri-Ind		MO
Sterling College	001945	4-yr	Pri-Rel		KS
Stonehill College	002217	4-yr	Pri-Rel		MA
Suffolk County Community College, Eastern	004816	2-yr	Public	Campus	NY
Suffolk County Community College, Selden	002878	2-yr	Public	Campus	NY
Suffolk County Community College, System Office	900071	2-yr	Public	Office	NY
Suffolk County Community College, Western	013204	2-yr	Public	Campus	NY
Suffolk University	002218	Univ	Pri-Ind		MA
Sullivan County Community College	002879	2-yr	Public		NY
Sumter Area Technical College	003995	2-yr	Public		SC
Suomi College	002322	2-yr	Pri-Rel		MI

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Susquehanna University	003369	Univ	Pri-Rel		PA
Swain School of Design	004665	4-yr	Pri-Ind		MA
Sweet Briar College	003742	4-yr	Pri-Ind		VA
Syracuse University, Main	002882	Univ	Pri-Ind	Main	NY
Tacoma Community College	003796	2-yr	Public		WA
Taft College	001309	2-yr	Public		CA
Tallahassee Community College	001533	2-yr	Public		FL
Tarleton State University	003631	Univ	Public		TX
Taylor University	001838	4-yr	Pri-Ind		IN
Temple University	003371	Univ	Pri-Ind		PA
Tennessee State University	003522	Univ	Public		TN
Tennessee Technological University	003523	Univ	Public		TN
Terra Technical College	008278	2-yr	Public	Main	OH
Texas A&I University	003639	Univ	Public	Main	TX
Texas A&M University, Galveston	010298	4-yr	Public	Campus	TX
Texas A&M University, Main	010366	Univ	Public	Main	TX
Texas A&M University, System Office	003629	Univ	Public	Office	TX
Texas Chiropractic College	003635	Other	Pri-Ind		TX
Texas Christian University	003636	Univ	Pri-Rel		TX
Texas Lutheran College	003641	4-yr	Pri-Rel		TX
Texas Tech University	003644	Univ	Public		TX
Thames Valley State Technical College	001413	2-yr	Public		CT
Thiel College	003376	4-yr	Pri-Rel		PA
Thomas A. Edison State College	011648	4-yr	Public		NJ
Thomas Jefferson University	003278	Univ	Pri-Ind		PA
Thomas Nelson Community College	006871	2-yr	Public	Main	VA
Thornton Community College	001769	2-yr	Public		IL
Tidewater Community College, Chesapeake	900009	2-yr	Public	Main	VA
Tidewater Community College, Frederick	900006	2-yr	Public	Main	VA
Tidewater Community College, System Office	003712	2-yr	Public	Office	VA
Tidewater Community College, Virginia Beach	900007	2-yr	Public	Main	VA
Tiffin University	003121	4-yr	Pri-Ind		OH
Toccoa Falls College	001596	4-yr	Pri-Rel		GA
Towson State University	002099	Univ	Public		MD
Transylvania University	001987	4-yr	Pri-Rel		KY
Trenton State College	002642	4-yr	Public		NJ
Tri-State University	001839	Univ	Pri-Ind		IN
Trinity College	001414	4-yr	Pri-Ind		CT
Trinity College	001460	4-yr	Pri-Rel		DC
Trinity University	003647	Univ	Pri-Ind		TX
Triton College	001773	2-yr	Public		IL
Truckee Meadows Community College	029231	2-yr	Public	Main	NV
Tufts University	002219	Univ	Pri-Ind		MA
Ulster County Community College	002880	2-yr	Public		NY
Union College	002643	2-yr	Pri-Ind		NJ
Union College	002889	4-yr	Pri-Ind		NY
Union Theological Seminary	002890	Theol	Pri-Rel		NY
University of Akron, Main	003123	Univ	Public	Main	OH
University of Alabama, Birmingham	001052	Univ	Public	Main	AL
University of Alabama, Main	001051	Univ	Public	Main	AL
University of Alabama, System Office	008004	Univ	Public	Office	AL
University of Alaska, Anchorage	011462	Univ	Public	Main	AK
University of Alaska, Anchorage Community College	001064	2-yr	Public	Campus	AK
University of Alaska, Tanana Valley Community College	029093	2-yr	Public	Main	AK
University of Albuquerque	002662	Univ	Pri-Rel		NM
University of Arizona	001083	Univ	Public		AZ
University of Arkansas, Little Rock	001101	Univ	Public		AR
University of Arkansas, Main	001108	Univ	Public	Main	AR
University of Baltimore	002102	Univ	Public		MD
University of Bridgeport	001416	Univ	Pri-Ind		CT
University of California, Berkeley	001312	Univ	Public	Campus	CA
University of California, San Diego	001317	Univ	Public	Main	CA
University of California, San Francisco	001319	Univ	Public	Campus	CA
University of California, System Office	001311	Univ	Public	Office	CA
University of Central Florida	003954	Univ	Public	Campus	FL
University of Chicago	001774	Univ	Pri-Ind		IL
University of Colorado, Boulder	001370	Univ	Public	Main	CO
University of Colorado, Colorado Springs	004509	Univ	Public	Campus	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Colorado, Health Sciences Center	004508	Univ	Public	Campus	CO
University of Colorado, System Office	007996	Univ	Public	Office	CO
University of Connecticut, Health Center	009030	Med	Public	Main	CT
University of Dallas	003651	Univ	Pri-Rel		TX
University of Dayton	003127	Univ	Pri-Rel		OH
University of Delaware	001431	Univ	Public		DE
University of Denver	001371	Univ	Pri-Ind		CO
University of Detroit	002323	Univ	Pri-Rel		MI

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Evansville	001795	Univ	Pri-Rel		IN
University of Florida	001535	Univ	Public		FL
University of Georgia	001598	Univ	Public	Main	GA
University of Hartford	001422	Univ	Pri-Ind		CT
University of Houston, Clear Lake City	011711	Univ	Public	Campus	TX
University of Houston, Main	003652	Univ	Public	Main	TX
University of Houston, System Office	011721	Univ	Public	Office	TX
University of Houston, Victoria	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Chicago Circle	001776	Univ	Public	Main	IL
University of Illinois, Medical Center	003960	Med	Public	Main	IL
University of Illinois, System Office	008001	Univ	Public	Office	IL
University of Illinois, Urbana-Champaign	001775	Univ	Public	Main	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas, Lawrence	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public	Main	KY
University of LaVerne	001216	Univ	Pri-Rel		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	2-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	4-yr	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Pri-Rel		TX
University of Maryland, Baltimore County	002105	Univ	Public	Main	MD
University of Maryland, Baltimore Professional Schools	002104	Univ	Public	Main	MD
University of Maryland, College Park	002103	Univ	Public	Main	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Main	MD
University of Maryland, System Office	007959	Univ	Public	Office	MD
University of Maryland, University College	011644	Univ	Public	Main	MD
University of Massachusetts, Amherst	002221	Univ	Public	Main	MA
University of Miami	001536	Univ	Pri-Ind		FL
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, System Office	002387	Univ	Public	Office	MN
University of Mississippi, Main	002440	Univ	Public	Main	MS
University of Mississippi, Medical Center	004688	Med	Public	Campus	MS
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	4-yr	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Missouri, System Office	002515	Univ	Public	Office	MO
University of Montana	002536	Univ	Public	Main	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Medical Center	006895	Med	Public	Main	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nebraska, System Office	008025	Univ	Public	Office	NE
University of Nevada, Las Vegas	002569	Univ	Public	Campus	NV
University of Nevada, Reno	002568	Univ	Public	Main	NV
University of Nevada, System Office	008026	Univ	Public	Office	NV
University of New Hampshire, System Office	008027	Univ	Public	Office	NH
University of New Haven	001397	Univ	Pri-Ind		CT
University of New Mexico, Main	010313	Univ	Public	Main	NM
University of North Alabama	001016	Univ	Public		AL
University of North Carolina, Asheville	002907	Univ	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Main	NC
University of North Carolina, Charlotte	002975	Univ	Public	Main	NC
University of North Carolina, System Office	002971	Univ	Public	Office	NC
University of North Dakota, Main	003005	Univ	Public	Main	ND
University of North Florida	009841	Univ	Public		FL
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Notre Dame	001840	Univ	Pri-Rel		IN
University of Oklahoma, Health Sciences Center	005689	Med	Public	Campus	OK
University of Oklahoma, Norman	003184	Univ	Public	Main	OK
University of Oregon, Health Sciences Center	004882	Med	Public	Campus	OR
University of Oregon, Main	003223	Univ	Public	Main	OR
University of Pennsylvania	003378	Univ	Pri-Ind		PA
University of Puget Sound	003797	Univ	Pri-Rel		WA
University of Redlands	001322	Univ	Pri-Ind		CA
University of Rhode Island	003414	Univ	Public		RI
University of Richmond	003744	Univ	Pri-Ind		VA
University of Rochester	002894	Univ	Pri-Ind		NY
University of San Francisco	001325	Univ	Pri-Rel		CA
University of Santa Clara	001326	Univ	Pri-Rel		CA

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INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Science and Arts of Oklahoma	003167	4-yr	Public		OK
University of Scranton	003384	Univ	Pri-Rel		PA
University of South Alabama	001057	Univ	Public		AL
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Carolina, Coastal Carolina	003451	4-yr	Public	Campus	SC
University of South Carolina, System Office	008049	Univ	Public	Office	SC
University of South Dakota, Main	003474	Univ	Public	Main	SD
University of South Dakota, Springfield	003472	4-yr	Public	Campus	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Pri-Ind		CA
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public		MS
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Tampa	001538	Univ	Pri-Ind		FL
University of Tennessee, Center for the Health Sciences	006725	Med	Public	Main	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Main	TN
University of Tennessee, Knoxville	003530	Univ	Public	Main	TN
University of Tennessee, Martin	003531	Univ	Public	Main	TN
University of Tennessee, System Office	008051	Univ	Public	Office	TN
University of Texas Health Science Center, Houston	011618	Other	Public	Campus	TX
University of Texas Health Science Center, San Antonio	003659	Med	Public	Main	TX
University of Texas Medical Branch, Galveston	004952	Med	Public	Campus	TX
University of Texas, Austin	003658	Univ	Public	Main	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, Permian Basin	009930	Univ	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Main	TX
University of Texas, System Office	003655	Univ	Public	Office	TX
University of Texas, Tyler	029164	Univ	Public	Main	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Pri-Rel		OK
University of Utah	003675	Univ	Public		UT
University of Vermont	003696	Univ	Public		VT
University of Virginia, Main	006968	Univ	Public	Main	VA
University of West Florida	003955	Univ	Public	Main	FL
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, LaCrosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Main	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Office	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the Pacific	001329	Univ	Pri-Ind		CA
Ursuline College	003134	4-yr	Pri-Rel		OH
Utah Technical College, Provo	004027	2-yr	Public		UT
Utah Technical College, Salt Lake City	005220	2-yr	Public	Main	UT
Utica College of Syracuse University	002883	4-yr	Pri-Ind	Campus	NY
Valdosta State College	001599	4-yr	Public		GA
Valencia Community College	006750	2-yr	Public		FL
Valley Forge Military Junior College	003386	2-yr	Pri-Ind		PA
Valparaiso University	001842	Univ	Pri-Rel		IN
Vassar College	002895	4-yr	Pri-Ind		NY
Vermont Law School	011934	Law	Pri-Ind		VT
Vernon Regional Junior College	010060	2-yr	Public	Main	TX
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State Community College, System Office	008904	2-yr	Public	Office	VA
Virginia State University	003764	Univ	Public		VA
Volunteer State Community College	009912	2-yr	Public		TN
Voorhees College	003455	4-yr	Pri-Rel		SC
Wabash College	001844	4-yr	Pri-Ind		IN
Wake Forest University	002978	Univ	Pri-Rel		NC
Wallace State Community College	007871	2-yr	Public		AL
Walsh College	003135	4-yr	Pri-Rel		OH
Walsh College of Accountancy and Business Administration	004071	Other	Pri-Ind		MI
Walters State Community College	008863	2-yr	Public		TN
Warner Pacific College	003225	4-yr	Pri-Rel		OR
Warner Southern College	008848	4-yr	Pri-Rel		FL
Washington Bible College	001462	4-yr	Pri-Ind		MD
Washington College	002108	4-yr	Pri-Ind		MD
Washington State Community College, System Office	010784	2-yr	Public	Office	WA
Washington State University	003800	Univ	Public		WA
Washington University	002520	Univ	Pri-Ind		MO
Washington and Jefferson College	003389	4-yr	Pri-Ind		PA
Washington and Lee University	003768	Univ	Pri-Ind		VA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Washtenaw Community College	002328	2-yr	Public		MI
Waterbury State Technical College	001423	2-yr	Public		CT
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Other	Public		WI
Waycross Junior College	029028	2-yr	Public	Main	GA
Wayne County Community College	009230	2-yr	Public	Office	MI
Wayne State College	002566	4-yr	Public		NE
Wayne State University	002329	Univ	Public		MI
Waynesburg College	003391	4-yr	Pri-Ind		PA
Weber State College	003680	4-yr	Public	Main	UT
Wells College	002901	4-yr	Pri-Ind		NY
Wenatchee Valley College	003801	2-yr	Public		WA
Wentworth Institute of Technology	029099	4-yr	Pri-Ind		MA
Wesleyan College	001600	4-yr	Pri-Rel		GA
Wesleyan University	001424	Univ	Pri-Ind		CT
West Coast Christian College	009818	4-yr	Pri-Rel		CA
West Georgia College	001601	4-yr	Public		GA
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Northern Community College	009054	2-yr	Public		WV
West Virginia School of Osteopathic Medicine	011245	Med	Public		WV
West Virginia State College	003826	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Pri-Rel		WV
Westark Community College	001110	2-yr	Public		AR
Westchester Community College	002881	2-yr	Public		NY
Western Carolina University	002981	Univ	Public	Main	NC
Western Connecticut State College	001380	4-yr	Public		CT
Western Illinois University	001780	Univ	Public		IL
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Pri-Ind		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public		MT
Western New England College	002226	Other	Pri-Ind		MA
Western New Mexico University	002664	Univ	Public		NM
Western Oklahoma State College	003146	2-yr	Public		OK
Western Oregon State College	003209	4-yr	Public	Main	OR
Western Piedmont Community College	002982	2-yr	Public	Main	NC
Western State College	001372	4-yr	Public		CO
Western Texas College	009549	2-yr	Public		TX
Western Wyoming Community College	003933	2-yr	Public		WY
Westfield State College	002189	4-yr	Public		MA
Westmar College	001899	4-yr	Pri-Rel		IA
Westminster Choir College	002646	4-yr	Pri-Ind		NJ
Westminster College	003392	4-yr	Pri-Ind		PA
Westminster College	003681	4-yr	Pri-Ind		UT
Westminster Theological Seminary	003393	Theol	Pri-Ind	Main	PA
Westmoreland County Community College	010176	2-yr	Public	Main	PA
Wharton County Junior College	003668	2-yr	Public		TX
Whatcom Community College	010364	2-yr	Public		WA
Wheaton College	001781	4-yr	Pri-Rel		IL
Wheaton College	002227	4-yr	Pri-Ind		MA
Wheeling College	003831	4-yr	Pri-Rel		WV
Whitman College	003803	4-yr	Pri-Ind		WA
Whittier College	001342	4-yr	Pri-Ind		CA
Whitworth College	003804	4-yr	Pri-Ind		WA
Wichita State University	001950	Univ	Public		KS
Widener College of Widener University	003313	4-yr	Pri-Ind	Main	PA
Wilkes College	003394	4-yr	Pri-Ind		PA
Willamette University	003227	Univ	Pri-Ind		OR
William Carey College	002447	4-yr	Pri-Rel		MS
William Marsh Rice University	003604	Univ	Pri-Ind		TX
William Paterson College	002625	4-yr	Public		NJ
William Penn College	001900	4-yr	Pri-Rel		IA
William Rainey Harper College	003961	2-yr	Public		IL
William Woods College	002525	4-yr	Pri-Ind		MO
Williams College	002229	4-yr	Pri-Ind		MA
Williamsburg Technical College	009322	2-yr	Public		SC
Williamsport Area Community College	003395	2-yr	Public		PA
Willmar Community College	002392	2-yr	Public	Main	MN
Wilmington College	003142	4-yr	Pri-Rel		OH
Winona State University	002394	Univ	Public	Main	MN
Winthrop College	003456	4-yr	Public		SC
Wisconsin Indianhead Vocational, Technical and Adult Education, System Office	029232	2-yr	Public	Office	WI
Wittenberg University	003143	Univ	Pri-Rel		OH
Wood Junior College	002448	2-yr	Pri-Rel		MS
Woodbury University	001343	Univ	Pri-Ind		CA
Worcester Polytechnic Institute	002233	4-yr	Pri-Ind		MA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Worcester State College	002190	4-yr	Public	Campus	MA
World College West	011611	4-yr	Pri-Ind		CA
Wright Institute	008846	Other	Pri-Ind		CA
Wytheville Community College	003761	2-yr	Public		VA
Xavier University	003144	Univ	Pri-Ind		OH
Xavier University of Louisiana	002032	Univ	Pri-Ind		LA
Yavapai College	001079	2-yr	Public	Main	AZ
Yeshiva University	002903	Univ	Pri-Ind		NY
York Technical College	003996	2-yr	Public		SC

CUPA

1981~82
Administrative Compensation Survey

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College and University Personnel Association

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SURVEY QUESTIONNAIRE PACKET

1981-82 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE MAIL THE COMPLETED QUESTIONNAIRE ONLY BY SEPTEMBER 15, 1981 TO: CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PA. 15213. IF YOU HAVE ANY QUESTIONS PLEASE CALL CUPA AT (202)462-1038.

I. GENERAL

1. PRINT or TYPE all information.

2. Do not use abbreviations.

3. Make sure your questionnaire package includes instructions, a listing of survey position descriptions, and a questionnaire form.

4. **Return only the questionnaire form.**

5. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate inputting of the rest of your answers to the questionnaire.)

A. FICE Identification Code - First fill in your institution's FICE Code in the upper right hand corner of page one of the questionnaire. Please check to make sure that the Code you provide is correct. Unique to each institution, the Federal Interagency Committee on Education (FICE) identification code is an unstructured number used for statistical purposes. The primary purpose of FICE is the precise identification of a particular institution of higher education. If you are unsure of, or cannot find the correct FICE Code, CUPA will fill it in for you. (Appendix B to past years Reports indicates FICE Codes for institutions which have previously participated.)

B. Institutional Identification

1. Name/Address - Print or type your institution's full name and address including city, state, and zip code. Also provide your own name, title and telephone number.

2. Classifications - Indicate whether your institution is a two year college, four year college, university, law school, medical school or center, or theological seminary. If some other type of institution, please specify in the space provided.

3. Source of Support - Indicate whether your institution is public, private and religious group affliated , or private and independent.

4. System Structure - Indicate whether the data you report is for personnel primarily associated with either a single institution, an administrative office of a system, a main campus of a system, or a branch campus of a system.

5. Size Measures - Provide four answers, one for each space indicating your institution's total full-time equivalent enrollment, faculty, administrative staff, and total 1981-82 operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds and similar activities.

(**Important Note:** If you check "administrative office of a system" in Question 4, please provide system-wide figures for the four parts to Question 5. If you check "main campus of a system" or "branch campus of a system" in Question 4, provide main campus or branch campus figures, respectively in Question 5.)

III. SURVEY POSITION INSTRUCTIONS

GENERAL. Most of the positions identified in the Survey are common to typical college and university operations. If you are unsure about the identification of any position, please refer to the "Summary Position Descriptions" which follow. Do not indicate data for a position which is less than 50% time. Report all salaries based on 100% effort and indicate the term by the number of months which salaries cover. Report only current information despite the possibility of future or pending salary changes. (Your speed in returning this questionnaire is essential.)

Positions 56.0 - 61.0 represent titles which indicate frequently found combinations of administrative responsibility such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 56.0 - 61.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility Section, do not report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility Section as position number 59.0. Do not report it as position number 36.0 which is reserved for Director of Admissions only or position number 39.0 which is reserved for Director of Student Financial Aid only.

SALARY AND TERM IN MONTHS. Indicate the actual full-time equivalent (FTE) salary for each position, then report the term in the number of months which that salary covers. Report all salaries at full time (100%) effort. For example: (1) your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the FTE salary and 12 months as the term covered; (2) your Director of Student Housing is on a 9-month, 100% effort contract worth $9,000. Enter $9,000 as the FTE salary and 9 months as the term covered.

REPORTING RELATIONSHIP. Please show by each number from the Survey (each position has a separate number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 23.0. If that person reports to the Director of Personnel/Human Resources, position number 10.0, you would write 10.0 in the reporting relationship column next to Director of Affirmative Action/Equal Employment.

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 5 years, 2 months = 5 years; 7 to 12 months = 1 year; 1-6 months = 0 years. If a position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle the "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; American Indian; Oriental; Mexican American/Chicano; and Puerto Rican-American.

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A. FICE CODE ________

THIS COLUMN
FOR
CUPA USE
ONLY

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type, Do not abbreviate. Detach and **mail by September 15 to:** CUPA SURVEYS, P.O. Box 71114, Pittsburgh, Pa. 15213. If you have questions call CUPA at (202) 462-1038.

B. INSTITUTIONAL IDENTIFICATION

1. NAME/ADDRESSES

____
Name of Institution

____
Address of Institution City/State/Zip

____
Name of respondent Title of respondent Telephone

________ 2. CLASSIFICATION (check one)

a.	________ 2 Year College	e.	________ Medical School or Center
b.	________ 4 Year College	f.	________ Theological Seminary
c.	________ University	g.	________ Other (please note below)
d.	________ Law School		________________

________ 3. SOURCE OF SUPPORT (check one)

a. ________ Public

b. ________ Private, religious group affiliated

c. ________ Private, independent

________ 4. SYSTEM STRUCTURE

a. ________ A single institution

b. ________ An administrative office of a system

c. ________ A main campus of a system

d. ________ A branch campus of a system

5. SIZE MEASURES

(Please note for the following four questions: If you checked "administrative office of a system" in Number 4 above, then please answer the questions below with system-wide figures. Main campuses provide figures for main campuses and branch campuses should supply figures only for the branch campus.)

a. ________________ Total full-time equivalent ENROLLMENT

b. ________________ Total full-time equivalent FACULTY

c. ________________ Total full-time equivalent ADMINISTRATIVE STAFF

d. ________________ Total 1981-82 BUDGET (BUDGET includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid auxiliary enterprises such as hospitals, service functions, capital funds and similar activities.)

1981-82
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g. adding to or crossing out parts of titles). We welcome your comments but please provide them on a separate sheet of paper.

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
1.0 Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)					I O	M F	Y N
2.0 Chief Executive Officer of a **Single Institution** (President/Chancellor)					I O	M F	Y N
3.0 Executive Vice President					I O	M F	Y N
4.0 Chief Academic Officer					I O	M F	Y N
5.0 Chief Business Officer					I O	M F	Y N
6.0 Chief Student Affairs Officer					I O	M F	Y N
7.0 Chief Development Officer					I O	M F	Y N
8.0 Chief Public Relations Officer					I O	M F	Y N
9.0 Chief Planning Officer					I O	M F	Y N
10.0 Director, Personnel/Human Resources					I O	M F	Y N
11.0 Chief Health Professions Officer					I O	M F	Y N
12.0 Chief Budgeting Officer					I O	M F	Y N
13.0 Director, Legal Services					I O	M F	Y N
14.0 Registrar					I O	M F	Y N
15.0 Director, Church Relations					I O	M F	Y N
16.0 Director, Learning Resources Center					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
17.0 Director, Library Services					I O	M F	Y N
18.0 Director, Computer Services					I O	M F	Y N
19.0 Director, Educational Media Services					I O	M F	Y N
20.0 Director, Institutional Research					I O	M F	Y N
21.0 Director, Special and Deferred Gifts					I O	M F	Y N
22.0 Administrator, Grants and Contracts					I O	M F	Y N
23.0 Director, Affirmative Action/ Equal Employment					I O	M F	Y N
24.0 Director, Employee Training					I O	M F	Y N
25.0 Comptroller					I O	M F	Y N
26.0 Director, Internal Audit					I O	M F	Y N
27.0 Bursar					I O	M F	Y N
28.0 Director, Food Services					I O	M F	Y N
29.0 Director, Physical Plant					I O	M F	Y N
30.0 Director, Purchasing					I O	M F	Y N
31.0 Director, Bookstore					I O	M F	Y N
32.0 Director, Campus Security					I O	M F	Y N
33.0 Director, Information Systems					I O	M F	Y N
34.0 Director, News Bureau					I O	M F	Y N
35.0 Director, Auxiliary Services					I O	M F	Y N
36.0 Director, Admissions					I O	M F	Y N
37.0 Director, Foreign Studies					I O	M F	Y N
38.0 Director, International Studies Education					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Report-ing Relation-ship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
						M F	Y N
39.0 Director, Student Financial Aid					I O	M F	Y N
40.0 Director, Student Placement					I O	M F	Y N
41.0 Director, Student Counseling					I O	M F	Y N
42.0 Director, Student Union					I O	M F	Y N
43.0 Director, Student Health Services (Physician Administrator)					I O	M F	Y N
44.0 Director, Student Health Services (Nurse Administrator)					I O	M F	Y N
45.0 Director, Student Housing					I O	M F	Y N
46.0 Director, Athletics					I O	M F	Y N
47.0 Director, Athletics/Men					I O	M F	Y N
48.0 Director, Athletics/Women					I O	M F	Y N
49.0 Director, Campus Recreation/Intramurals					I O	M F	Y N
50.0 Director, Alumni Affairs					I O	M F	Y N
51.0 Director, Information Office					I O	M F	Y N
52.0 Director, Community Services					I O	M F	Y N
53.0 Administrator, Hospital Medical Center					I O	M F	Y N
54.0 Director, Publications					I O	M F	Y N
55.0 Director, Risk Management and Insurance					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
• • • • • • • COMBINED RESPONSIBILITY • • • • • • • • •							
56.0 Chief Planning & Budget Officer					I O	M F	Y N
57.0 Chief Development & Public Relations Officer					I O	M F	Y N
58.0 Director, Personnel & Affirmative Action					I O	M F	Y N
59.0 Director, Admissions & Financial Aid					I O	M F	Y N
60.0 Director, Housing & Food Service					I O	M F	Y N
61.0 Director, Development & Alumni Affairs					I O	M F	Y N
• • • • • • • DEANS • • • • • • •							
62.0 Architecture					I O	M F	Y N
63.0 Agriculture					I O	M F	Y N
64.0 Arts and Letters					I O	M F	Y N
65.0 Arts and Sciences					I O	M F	Y N
66.0 Business					I O	M F	Y N
67.0 Communications					I O	M F	Y N
68.0 Continuing Education					I O	M F	Y N
69.0 Dentistry					I O	M F	Y N
70.0 Education					I O	M F	Y N
71.0 Engineering					I O	M F	Y N
72.0 Experimental Programs					I O	M F	Y N
73.0 Extension					I O	M F	Y N
74.0 Fine Arts					I O	M F	Y N

Office or Function and Title	Salary	Term Covered by Salary in Months	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
75.0 Graduate Programs					I O	M F	Y N
76.0 Health Related Professions					I O	M F	Y N
77.0 Home Economics					I O	M F	Y N
78.0 Humanities					I O	M F	Y N
79.0 Instruction					I O	M F	Y N
80.0 Law					I O	M F	Y N
81.0 Library & Information Sciences					I O	M F	Y N
82.0 Mathematics					I O	M F	Y N
83.0 Medicine					I O	M F	Y N
84.0 Music					I O	M F	Y N
85.0 Nursing					I O	M F	Y N
86.0 Occupatonal Studies/ Vocational Education/ Technology					I O	M F	Y N
87.0 Pharmacy					I O	M F	Y N
88.0 Public Health					I O	M F	Y N
89.0 Sciences					I O	M F	Y N
90.0 Social Sciences					I O	M F	Y N
91.0 Social Work					I O	M F	Y N
92.0 Special Programs					I O	M F	Y N
93.0 Undergraduate Programs					I O	M F	Y N
94.0 Veterinary Medicine					I O	M F	Y N

Thank you for your participation!

Stephen S. Miller
CUPA Executive Director

PLEASE SEND COMPLETED SURVEY QUESTIONNAIRE BY SEPTEMBER 15, 1981 TO:
CUPA SURVEYS, P.O. BOX 71114, PITTSBURGH, PENNSYLVANIA 15213

1981-82 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to insure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of an institution or a system of higher education, who reports to a governing board.

2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education. Reports to a President/Chancellor of a university-wide system or multi-college district.

3.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 CHIEF ACADEMIC OFFICER: The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar and library activities. Reports to the Chief Executive Officer.

5.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting and related matters.

6.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extracurricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations and related functions.

7.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations and information office activities.

8.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations and information office services.

9.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning and many also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

10.0 DIRECTOR, PERSONNEL/HUMAN RESOURCES: Administers institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration and, where applicable, labor relations.

11.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

13.0 DIRECTOR, LEGAL SERVICES: The principal salaried staff person responsible for advising the institution on its legal rights, obligations or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

14.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classrooms scheduling, maintenance of student records and related matters.

15.0 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laymen of the support church(es). (This does not include "chaplain.")

16.0 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

17.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services and special collections.

18.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major administrative computing activities. Functions typically include computer programming, systems studies and computer operations.

19.0 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services which includes purchasing hardware, generating software, and encouraging the use of multi-media learning devices.

20.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

21.0 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

22.0 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

23.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the university-wide program designed to insure equality of opportunity on an individual basis without giving preference in opportunity to any group.

24.0 DIRECTOR, EMPLOYEE TRAINING: This function directs and coordinates the various training services for employees of the institution, which may include in-house training for management and faculty as well as staff.

25.0 COMPTROLLER: Directs accounting, payroll, cashiering and related functions. May also have responsibility for office services, such as mail and telephone.

26.0 DIRECTOR, INTERNAL AUDIT: Directs the advisory functions on internal auditing and systems accounts which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

27.0 BURSAR: Custodian of institutional funds.

28.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

29.0 DIRECTOR, PHYSICAL PLANT: The senior administrative official responsible for the construction, rehabilitation and maintenance of physical facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation and parking.

30.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

31.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

32.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

33.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

34.0 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

35.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services; typically food service, book store, housing, vending, student unions, and printing but may include a variety of services and operations.

36.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

37.0 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

38.0 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

39.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

40.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

41.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

42.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities and arrangements for special functions or activities.

43.0 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

44.0 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

45.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

46.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

47.0 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY**. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

48.0 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY**. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

49.0 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

50.0 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

51.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines and other publications.

52.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural and recreational services to the community.

53.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 53.0 is the same official as 11.0, please ignore 53.0).

54.0 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production and distribution of institutional publications.

55.0 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

56.0 - 61.0 COMBINED RESPONSIBILITY POSITIONS: Positions 56.0 - 61.0 represent titles which indicate frequently found combinations of administrative responsibility such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid. If such administrative combinations exist at your institution, report them in the "Combined Responsibility Positions" section (position numbers 56.0 - 61.0). If data on a combined administrative responsibility position are reported in the Combined Responsibility Section, do not report the same data elsewhere in the Survey as two Survey positions. For example, if your institution has a single administrator who is Director of Admissions and Financial Aid, report it in the Combined Responsibility Section as position number 59.0. Do not report it as position number 36.0 which is reserved for Director of Admissions only or position number 39.0 which is reserved for Director of Student Financial Aid only.

62.0 - 94.0 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

CUPA ADMINISTRATIVE COMPENSATION SURVEY — SPECIAL STUDY
ORDER FORM
(COPY THIS FORM AND KEEP ORIGINAL FOR YOUR FILES)

Please read through entire form before beginning to fill it out. Print or type all information. Please use a SEPARATE FORM for each report you order. If you have ANY questions call Sandy Shapiro at (202) 462-1038. Barring unforeseen technical difficulties, you will receive your report(s) within 10 days after CUPA headquarters receives your request and payment. All requests for Special Studies must be sent to CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036.

Name ____________________ Title ____________________

Institution ____________________ Phone (   ) ____________________

Mailing Address ____________________

City, State and Zip ____________________

Did your institution participate in the 1981-82 Survey? ______ Yes ______ No

Is your institution a CUPA member? ______ Yes ______ No

Do you want data from the ______ 1981-82 Survey, the ______ 1980-81 Survey, the ______ 1979-80 Survey, the ______ 1978-79 Survey? (Check one, two, three or four years)

COMPLETE ONE OF THE FOLLOWING SECTIONS: I, II, OR III.

1. If you wish to receive data compiled on the basis of general institutional characteristics, answer as many of the following questions as there are characteristics that are important to you.

A. SYSTEM STRUCTURE (check as many as desired):

1. ______ A single institution
2. ______ An administrative office of a system
3. ______ A main campus of a system
4. ______ A branch campus of a system
5. ______ Not applicable to my request

B. CLASSIFICATION (check as many as desired):

1. ______ 2 Year College
2. ______ 4 Year College
3. ______ University
4. ______ Law School
5. ______ Medical School or Center
6. ______ Theological Seminary
7. ______ Other (please note below)
   ____
8. ______ Not applicable to my request

C. SOURCE OF SUPPORT (check as many as desired):

1. ______ Public
2. ______ Private, religious group affiliated
3. ______ Private, independent
4. ______ Not applicable to my request

D. EDUCATION AND GENERAL BUDGET (specify number/range in one of the following):

1. Less than $ ______
2. More than $ ______
3. Between $ ______ and $ ______
4. ______ Not applicable to my request

E. FTE STUDENT ENROLLMENT (specify number/range in one of the following):

1. Less than ______ 3. Between ______ and ______

2. More than ______ 4. ______ Not applicable to my request

F. FTE FACULTY (specify number/range in one of the following):

1. Less than ______ 3. Between ______ and ______

2. More than ______ 4. ______ Not applicable to my request

G. FTE ADMINISTRATIVE STAFF (specify number/range in one of the following):

1. Less than ______ 3. Between ______ and ______

2. More than ______ 4. ______ Not applicable to my request

H. GEOGRAPHIC AREA (complete ONE of the following):

1. Geographical Regions (check as many as desired):

______ a. Eastern (Conn., Del., D.C., Maine, Md., Mass., N.H., N.J., N.Y., Penn., R.I., Vt.)
______ b. Midwestern (Ill., Ind., Iowa, Kans., Mich., Minn., Mo., Nebr., N. Dak., Ohio, S. Dak., Wis.)
______ c. Southern (Ala., Fla., Ga., Ky., La., Miss., N.C., S.C., Tenn., Va., W. Va., Puerto Rico)
______ d. Southwestern (Ariz., Ark., Calif., Colo., Hawaii, Nev., N. Mex., Okla., Tex., Guam)
______ e. Northwestern (Alaska, Idaho, Mont., Oreg., Utah, Wash., Wyo.)
______ f. Not applicable to my request

2. States (please do not abbreviate; list all states in which you want data)

____

____

____

3. ______ Not applicable to my request.

II. If you wish to receive data from a number of specific institutions, examine "Appendix B (p. 97) –– Responding Institutions" -- of the 1981-82 Ad Comp Survey and choose TEN OR MORE (a confidentiality provision) institutions and list their names and city/states or attach additional pages. (If you don't have access to the 1981-82 Survey then list the institutions and you'll be contacted about difficulties, if any.) If you want a report on 1980-81 data see Apppendix B (p. 96) of the 1980-81 Ad Comp Survey, for 1979-80 data see Appendix B (p. 86) of the 1979-80 Ad Comp Survey or for 1978-79 data see Appendix B (p. 96) of the 1978-79 Ad Comp Survey.

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III. If you are unable to state your requirements in either of the above ways for whatever reason, use the space below (or attach additional pages) to describe your interests/concerns and you'll be contacted to discuss them.

____

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Mail this form and a check payable to: CUPA, 11 Dupont Circle, Suite 120, Washington, D.C. 20036. Fees for standard studies (Section I or II) are $100 each for CUPA members that participated in the 1981-82 survey; $145 for CUPA members that did not, and the same price for nonmembers that did participate; and $225 for nonmembers that did not participate. Fees cover one year of data so the fees double for the same study done on two years of data. Fees for special studies (Section III) are negotiated with CUPA on a case-by-case basis.

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